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GUARANTEED PURE MILK COMPANY LIMITED and the
ASSOCIATION OF EMPLOYEES OF GUARANTEED PURE MILK COMPANY
LIMITED (OUTSIDE) have this day mutually agreed that the
labour agreement presently in force and effective from
January 4th, 1954, to December 31st, 1956, shall remain
unchanged except that Article #12 shall be amended to
read "1955" instead of "1954" in both places. And,
further, that Article #18 shall be amended to delete the
words " for a like period, and to insert in their stead
the words " for a period of one year and thereafter from
year to year " to bring this article in accord with the
Act.

And the parties to the Labour Agreement, by
their authorized officers, have signed these amendments
at Montreal, this 8th day of
December 1954.

Unreadable.
for the Company

W. Rivard.
for the Association
Frank Ritcher
for the Association

19/3994A

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EFFECTIVE JANUARY 4th, 1954.

COLLECTIVE LABOUR AGREEMENT

BETWEEN:

GUARANTEED PURE MILK COMPANY LIMITED,
a body politic and corporate having
its principal place of business in the
City of Montreal, District of Montreal,
in the Province of Quebec.

AND

THE ASSOCIATION OF EMPLOYEES OF
GUARANTEED PURE MILK COMPANY, LTD.,
an Association duly formed in virtue
of Article 2, paragraph (d) of the
LABOUR RELATIONS ACT of the Province
of Quebec and duly recognized by the
Board of Labour Relations, in accord-
ance with Article 9 of the said Act.

- I N S I D E -

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19/3993

COLLECTIVE LABOUR AGREEMENT

- 1 -

BETWEEN:

GUARANTEED PURE MILK COMPANY, LIMITED,
a body politic and corporate having its
principal place of business in the City of
Montreal, County of Hochelaga, in the
Province of Quebec.

AND

ASSOCIATION OF EMPLOYEES OF GUARANTEED
PURE MILK COMPANY, LIMITED, an association
duly formed by virtue of Article 2, paragraph
(d) of the Labour Relations Act of the Province
of Quebec and duly recognized by the Labour
Relations Board, in accordance with Article 9
of the said Act.

- I N S I D E -

ARTICLE I. JURISDICTION

This agreement is to be applicable
to the following employees mentioned in the
certificate issued by the Board of Labour
Relations, namely:

- (a) Dairy
- (b) Stables
- (c) Motive Power
- (d) Rolling Stock Repairs
- (e) Truck Drivers
- (f) Truck Drivers' Helpers.

It is not applicable to the office
staff, nor to any staff paid monthly.

ARTICLE 2. WORKING CONDITIONS

(a) The work week shall be one with hours
and conditions basically the same as at the sign-
ing of this agreement. Payment for work on Sundays,
where not normally worked, shall be made either by
(1) allowing a similar amount of time off during
the following week or (2) double pay for the time
worked, i.e. one half-day on Sunday to be paid for
as one full day and one full day on Sunday to be
paid for as two days.

Stablemen working a full day Sunday or
Sunday night through Monday morning, shall be
paid for $1\frac{1}{2}$ days.

(b) A day's pay shall be calculated as one-
sixth of an employee's weekly wage.

(c) There shall be a ten minute rest period
allowed for each employee during each forenoon and
each afternoon but each must be arranged and
approved by the respective foremen. It is to be
understood by both parties hereto that such rest
periods shall cause no work stoppage, each section
arranging its relief so as to enable the continuous
flow of work not to be interrupted.

VACATIONS AND
STATUTORY HOLIDAYS.

Vacation with pay will be allowed, at times approved by the Head of each division, on the following basis and calculated from May 1st of the previous year up to April 30th of the current year:-

- (a) For the 1st full calendar month of employment and all subsequent months up to 5 years of service..... $\frac{1}{2}$ day.
- (b) IN ADDITION TO (a) above, the following will be added:-

If over 1 year's service at April 30th	- Plus	1 day
" " 2 years'	" " " "	2 days
" " 3 "	" " " "	3 "
" " 4 "	" " " "	4 "
" " 5 "	" " " "	6 "
" " 15 "	" " " "	12 "

It is agreed that any vacation time over 6 days, due under the above scale, may be satisfied, AT THE COMPANY'S OPTION, by pay in lieu of time off.

Vacation pay will be paid only on the day prior to commencement of vacation. Any vacations due but not taken by October 31st will be paid for immediately thereafter.

If an employee who has been employed at least a full year is dismissed, or resigns with not less than one week's notice, he will be entitled to such number of $\frac{1}{2}$ days or days due to him for vacation since April 30th of the previous year, to the date of severance but not already taken or paid.

The following statutory holidays shall be considered as Sundays and paid for on the same basis:

New Year's Day
 Good Friday
 Dominion Day
 St. Jean Baptiste Day
 Labour Day
 Christmas Day.

ARTICLE 4. SICK-PAY.

During the first calendar year of employment, no allowance will be made for sick-pay for an employee and pay will be deducted for all such time off. In the second and subsequent calendar years, the following scale shall apply:

In the 2nd calendar year, 1 day's sick-pay will be allowed.
" " 3rd " " 2 days' " " " " "
" " 4th " " 3 " " " " " "
" " 5th " " 4 " " " " " "
" " 6th " " 5 " " " " " "
" " 7th " " 6 " " " " " "

The foregoing, however, is subject to the agreement that the first day of any sick leave will not be pay.

Continued Page 3.....

ARTICLE 4. SICK-PAY. - cont'd

Sick leave due for the current year not used during that year may be accumulated for credit in the following year but not beyond. The maximum, however, shall still be 6 days, except in the case of employees who have 15 years or more of continuous service. Such employees may, on the same basis, accumulate up to a maximum of 12 days.

It is agreed between the Company and the Association that the purpose of this clause is to protect employees against real sicknesses and is not to be regarded as a provision for extra time off nor something the employees are "entitled to" during the year. The Association agrees to combat any tendency by employees to take advantage of this protection against real sicknesses.

In practice, deductions for all absenteeism will be automatically made but sick-pay as above may be claimed by an employee by reporting to the paymaster on return to work and giving details of his sickness to him.

ARTICLE 5. RATES OF PAY.

The scale of pay for truck-drivers and helpers shall be:

Truck-drivers	- \$45. to \$54. per 6 day week.
Truck-drivers' Helpers	- \$36. to \$42. " 6 " "

The rates of pay for all other employees shall be those in effect at the signing of this agreement, plus 10% (to the nearest 50 cents), plus \$1.00.

There shall be a minimum wage of \$36.00 a week for all male employees with the exception of truck-drivers' helpers and apprentices. Apprentices shall be new employees without previous experience and it is agreed that the apprenticeship shall not last more than twelve months, at which time the minimum wage shall be effective.

Employees shall be paid their wages in full for all regular time and overtime work commencing at 1:15 P.M. each Wednesday, based on the week ending the previous Saturday.

Nothing contained in this article shall be construed as prohibiting the Company from making normal, promotional increases in individual rates of pay from time to time during the life of this agreement, nor from making payments in individual cases to cover special circumstances.

ARTICLE 6. PROFIT-SHARING.

All privileges presently ~~enjoyed~~ by the employees as a matter of Company policy will remain in full force and effect for the duration of the agreement, including the Profit-Sharing and allied plans, except that for the year 1954 the Association has agreed with the Company as follows:-

1954 If there is an increase in the price of milk, no further wage adjustments will be made but the Cash Bonus part of the Profit-Sharing Plan will be operative as usual; if there is no price increase, the employees have waived their Cash Bonus part of the Profit-Sharing Plan; in either case, full provision will be made for the requirements of the Pension and health parts of the Profit-Sharing Plan.

ARTICLE 7. CHECK-OFF.

On the written authority of any employees, the Company will deduct from the wages of such employee the sum of fifty (50¢) cents per month for monthly dues to the Association. It will also, on the same authorization, deduct \$1.00 Entrance Fee from new members. Such deductions shall be from the last wage payment in each month. The authorization shall be handed to the employee's foreman or supervisor or direct to the payroll department by the employee personally and shall be revokable by the employee at any time by giving one month's notice to the Company in writing.

It is understood that the Company does not, by this clause, surrender its prior rights to any monies due to an employee for monies due by such employee to the Company in the case of severance of employment.

The foregoing terms of the check-off agreement may be posted by the Company in each division.

ARTICLE 8. TERM OF AGREEMENT

All provisions and terms of this agreement are hereby mutually agreed to by the signatories hereto and it shall become effective at January 4th, 1954 and shall remain in effect until 31st December, 1956, and shall automatically be renewed for a like period unless either party gives notice in writing to the other party that it desires a modification or cancellation of the agreement. Such notices shall be given not sooner than sixty (60) days not later than thirty (30) days prior to the expiration date of the agreement. It is agreed, however, that wages only shall be reviewed each year in November and December and any adjustments mutually agreed upon shall be inserted in the agreement for the ensuing year. No notice shall be necessary for this purpose.

ARTICLE 9. PROCEDURE.

The Association shall elect a sub-committee of not less than three and not more than eight from the employees in the designated classifications with which committee all negotiations and discussions regarding collective agreements shall be carried out with the Company. However, all written agreements shall be signed by the President and another officer of the Association.

Both parties hereto recognize and support the labour laws of the Province of Quebec and agree in all actions and negotiations to act in accordance with the Labour Relations Act of Quebec.

ARTICLE - 10.

The Association, on its part, in view of the protection and profit-sharing plan, agrees it will be a live, active organization working strongly with the Company to avoid waste, improve efficiency and thereby boost profit and morale to the mutual benefit of both the employees and the Company.

Signed in Montreal, 22nd April 1954.

For the Company

For the Association

unreadable

E. C. Morin President.

Frank Richten Treasurer.

EFFECTIVE JANUARY 4th 1954.

COLLECTIVE LABOUR AGREEMENT

BETWEEN: GUARANTEED PURE MILK COMPANY LIMITED,
a body politic and corporate having
its principal place of business in the
City of Montreal, District of Montreal,
in the Province of Quebec.

AND: THE ASSOCIATION OF EMPLOYEES OF
GUARANTEED PURE MILK COMPANY, LTD.,
an Association duly formed in virtue
of Article 2, paragraph (d) of the
LABOUR RELATIONS ACT of the Province
of Quebec and duly recognized by the
Board of Labour Relations, in accord-
ance with Article 9 of the said Act.

- O U T S I D E -

19/3994

ARTICLE 3 - VACATIONS

Vacation with pay will be allowed, at times approved by the Head of each division, on the following basis and calculated from May 1st of the previous year up to April 30th of the current year:-

a) For the 1st full calendar month of employment and all subsequent months up to 5 years of service - $\frac{1}{2}$ day

b) IN ADDITION TO (a) above, the following will be added:-

	If over 1 year's service at April 30th - Plus 1 day
" "	2 year's " " " " - " 2 days
" "	3 year's " " " " - " 3 "
" "	4 year's " " " " - " 4 "
" "	5 year's " " " " - " 6 "
" "	15 " " " " - " 12 "

It is agreed that any vacation time over 6 days, due under the above scale, may be satisfied, AT THE COMPANY'S OPTION, by pay in lieu of time off,

Vacation pay will be paid only on the day prior to commencement of vacation and will be calculated on the previous calendar year's earnings (excluding Profit-Sharing Bonus) . Any vacations due but not taken by October 31st will be paid for immediately thereafter .

If an employee who has been employed at least a full year is dismissed, or resigns with not less than one week's notice, he will be entitled to such number of $\frac{1}{2}$ days or days due to him for vacations since APRIL 30th of the previous year to the date of severance but not already taken or paid.

ARTICLE 4 - SICK PAY

During the first calendar year of employment, no allowance will be made for sick pay for an employee and pay will be deducted for all such time off. In the second and subsequent calendar years, the following scale shall apply:-

In the 2nd calendar year ,	1 day's sick-pay will be allowed.
" " 3rd " "	2 day's " " " " "
" " 4th " "	3 day's " " " " "
" " 5th " "	4 " " " " "
" " 6th " "	5 " " " " "
" " 7th " "	6 " " " " "

The foregoing, however, is subject to the agreement that the first day of any sick leave will not be paid.

Sick leave due for the current year not used during that year may be accumulated for credit in the following year but not beyond. The maximum, however, shall still be 6 days, except in the case of employees who have 15 or more years of continuous service. Such employees may, on the same basis, accumulate up to a maximum of 12 days.

(Article 4 continued Pg. 3)

ARTICLE 4 - SICK-PAY - cont'd.

It is agreed between the Company and the Association that the purpose of this clause is to protect employees against real sicknesses and is not to be regarded as a provision for extra time off nor something the employees are "entitled" to during the year. The Association agrees to combat any tendency by employees to take advantage of this protection against real sicknesses.

In practice, deductions for all absenteeism will be automatically made but sick-pay as above may be claimed by an employee by reporting to the pay-master on return to work and giving details of his sickness to him.

ARTICLE 5 - GRIEVANCE PROCEDURE

a) A grievance shall be defined as a difference arising between the Association and the Company on behalf of any employee or employees as to the meaning or application of the provisions of this agreement.

b) Any grievance which is not settled satisfactorily within one month after first discussions may be submitted to conciliation in the manner contemplated by the QUEBEC LABOUR RELATIONS ACT by the Association or the Company,

ARTICLE 6 - SENIORITY

a) Ability and skill being equal in the opinion of the Company, seniority in employment with the Company shall be the governing factor in lay-offs, re-hiring, promotions and discharge in each section, provided also that this shall in no way effect the standing of all employees as at the signing of this agreement.

b) Every endeavour shall be made to give preference, in other departments of the plant, to those employees who are laid off due to lack of work.

c) This article shall be subject to the Grievance Procedure and in cases of Grievances, the Company agrees to provide the Association with the service data of interested employees.

ARTICLE 7 - NOTICES

The Company agrees to permit the posting of notices, limited to the calling of meetings of the Association, on the Notice Board utilized by employees in the Association categories.

ARTICLE 8 - TIME AND METHOD OF PAYMENT

a) Employees will be paid their wages in full for all regular time and overtime work commencing at 1.15 p.m. each Thursdays based on the week ending the previous Saturday.

b) Commissions will be paid weekly with the wages, based on the loads for the week-ending the previous Saturday.

(Article 8 continued Pg.4)

ARTICLE 8 - TIME AND METHOD OF PAYMENT -cont'd.

- c) I.O.U.'s or shortages will be deducted in whole or in part from wages and commissions as the Company deems appropriate.
- d) At the time of payment of commission, the Company will furnish to the employee concerned a statement ~~sufficiently~~ sufficiently detailed to enable him to verify the commission earned.
- e) The practice of the Company to deduct five (5) cents a week for charity will continue and no charity campaign will be conducted whatsoever. The charity Trust will be conducted as heretofore.

ARTICLE 9 - CHECKING-IN

The Company will maintain personnel to check in the salesmen from 11.30 A.M. from the first day of June to the last day of August and from 1.00 P.M. DURING the remainder of the year.

This shall not apply to the branches if an alternative plan is agreed on between the salesmen and the management which is more convenient.

ARTICLE 10 - INSPECTORS

Work in the cooler, on the ice or on the gallery, will not be compulsory for the Inspectors, but permitted if they desire to do so. The Company will supply sufficient personnel required to do such work.

ARTICLE 11. WAGES

The scale of wages and commissions will be in accordance with Schedule "A" attached. Nothing contained in this agreement is to be construed as prohibiting the Company from making normal, promotional increases in individual rates of pay from time to time during the life of this agreement, nor from making payments in individual cases to cover special circumstances.

ARTICLE 12 - PRIVILEGE

All privileges presently enjoyed by the employees as a matter of Company policy will remain in full force and effect for the duration of the agreement, including the Profit-Sharing and allied plans, except that for the year 1954 the Association has agreed with the Company as follows:-

1954 If there is an increase in the price of milk, no further wage adjustments will be made but the Cash Bonus part of the Profit-Sharing Plan will be operative as usual; if there is no price increase, the employees have waived their Cash Bonus part of the Profit-Sharing Plan; in either case, full provision will be made for the requirements of the Pension and Health parts of the Profit-Sharing Plan.

ARTICLE 13 - MANAGEMENT

The management of the employer's business and the direction of the working forces rests solely with the employer.

ARTICLE 14 - BOND

Every salesman will post a bond of \$100.00 with the Company on joining and keep such bond intact at all times.

ARTICLE 15 - NO STRIKES, LOCKOUTS ETC.,

It is mutually agreed by the parties hereto that throughout the life of this agreement they will comply with provisions of the QUEBEC LABOUR RELATIONS ACT, as to strikes, lockouts, and stoppage of work.

ARTICLE 16 - CHECK-OFF

On the written authority of any employee, the Company will deduct from the wages of such employee the sum of fifty (50¢) cents per month for monthly dues to the Association. It will also, on the same authorization, deduct \$1.00 Entrance Fee from new members. Such deduction shall be from the last wage payment in each month.

The authorization shall be handed to the employee's foreman or supervisory or direct to the payroll department by the employee personally and shall be revokable by the employee at any time by giving one month's notice to the Company in writing.

It is understood that the Company does not, by this clause, surrender its prior rights to any monies due to an employee for monies due by such employee to the Company in the case of severance of employment.

The foregoing terms of the check-off agreement may be posted by the Company in each division.

ARTICLE 17 - UNIFORMS

The Company agrees to pay 50% of the cost of company approved uniforms bought by the salesman and the inspectors. If a man has 3 years or more continuous service with the Company at the time his uniform is ordered, the Company will pay 75% of the cost. The Company further agrees to deduct 50 cents a week from such employee's wages to be credited to the employee's uniform account up to the estimated amount of his share of one uniform. Any credit in such account shall be due to the salesman on severance. Such employees shall be entitled to one uniform a year under this arrangement.

ARTICLE 18 - DURATION OF AGREEMENT

All provisions and terms of this agreement, are hereby mutually agreed to by the signatories hereto and it shall be effective at January 4th, 1956, and shall remain in effect until 31st December 1956, be renewed for alike period unless either party gives notice in writing to the other party that it desires a modification or cancellation of the agreement. Such notices shall be given not sooner than sixty (60) days and not later than thirty (30) days prior to the expiration date of the agreement. It is agreed, however, that wages only shall be reviewed each year in November and December and any adjustments mutually agreed upon shall be inserted in the agreement for the ensuing year. No Notice shall be necessary for this purpose.

ARTICLE 19 -

The Association, on its part, in view of the protection and profit-sharing plan, agrees it will be a live, active organization working strongly with the Company to avoid waste, improve efficiency and thereby boost profits and morale to the mutual benefit of both the employees and the Company.

Signed in Montreal,

22nd April 1954

For the Company

For the Association

Unreadable

E.C. Morin President

Frank Richter Secretary-Treasurer

SCHEDULE "A"

WAGES

Retail Salesmen \$32.50 per six day week

Wholesale Salesmen \$32.50 per six day week

Inspectors - H.O. \$55.50 per six day week

Inspectors - Branches \$54.50 per six day week

Trainees \$37.00 to \$42.00 per 6 day week

COMMISSIONS

4% on all milk and cream sold.
2 cents per doz. eggs
2 cents per lb. butter
2 cents per package cheese .

Plus incentive bonus per Schedule "B".

Plus an additional 1% on all retail milk and cream sold. (Not eligible for incentive bonus).

($\frac{1}{2}$ above rates on the small amount of wholesale delivered by retail salesmen).

$\frac{1}{2}$ of the retail rates of commission, plus the same incentive bonus.

Plus an additional $\frac{1}{4}$ % on all milk and cream sold (Not eligible for incentive bonus).

See Schedule "C"

See Schedule "C"

NONE

The Company agrees to pay all its salesman a minimum in wages commissions and incentive bonus of \$43.00 for a full week. To this shall be added \$3.00 for every full Saturday worked and in calculating the Profit-Sharing Bonus, earnings shall be taken as having been at least \$46.00 a week.

.....

SCHEDULE " B "

INCENTIVE BONUS ON EARNED COMMISSION

<u>COMMISSION EARNED</u> <u>at present 4%</u>	<u>ADDITIONAL</u> <u>bonus</u>	<u>COMMISSION EARNED</u> <u>at present 4%</u>	<u>ADDITIONAL</u> <u>bonus</u>
\$10.25	.10	\$25.25	10.00
10.50	.20	25.50	10.25
10.75	.30	25.75	10.50
11.00	.40	26.00	10.75
11.25	.50	26.25	11.00
11.50 40%	.60	26.50 100%	11.25
11.75	.70	26.75	11.50
12.00	.80	27.00	11.75
12.25	.90	27.25	12.00
12.50	1.00	27.50	12.25
<hr/>			
12.75	1.13	27.75	12.33
13.00	1.25	28.00	12.80
13.25	1.38	28.25	13.08
13.50	1.50	28.50	13.35
13.75	1.63	28.75	13.63
14.00 50%	1.75	29.00 110%	13.90
14.25	1.88	29.25	14.18
14.50	2.00	29.50	14.45
14.75	2.13	29.75	14.73
15.00	2.25	30.00	15.00
<hr/>			
15.25	2.40	30.25	15.30
15.50	2.55	30.50	15.60
15.75	2.70	30.75	15.90
16.00	2.85	31.00	16.20
16.25	3.00	31.25	16.50
16.50 60%	3.15	31.50 120%	16.80
16.75	3.30	31.75	17.10
17.00	3.45	32.00	17.40
17.25	3.60	32.25	17.70
17.50	3.75	32.50	18.00
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17.75	3.93		
18.00	4.10		
18.25	4.28		
18.50	4.45		
18.75	4.63		
19.00 70%	4.80		
19.25	4.98		
19.50	5.15		
19.75	5.33		
20.00	5.50		
<hr/>			
20.25	5.70		
20.50	5.90		
20.75	6.10		
21.00	6.30		
21.25	6.50		
21.50 80%	6.70		
21.75	6.90		
22.00	7.10		
22.25	7.30		
22.50	7.50		
<hr/>			
22.75	7.73		
23.00	7.95		
23.25	8.18		
23.50	8.40		
23.75	8.63		
24.00 90%	8.85		
24.25	9.08		
24.50	9.30		
24.75	9.53		
25.00	9.75		

1. Not applicable to double time, nor to the additional 1% commission

2. Calculated every week.

3. Includes out money.

INSPECTORS' COMMISSION

1. At each branch, including Head Office Branch, the total sales value of all milk, cream and cheese sold on retail and wholesale commission routes will be totalled and $\frac{1}{3}$ of 1% of such figure will be calculated.
2. At the commencement of this arrangement, the amount arrives at under No.1 will be divided equally by the number of inspectors normally employed at that branch.
3. Each inspector will receive the amount calculated under No.2 .
4. In the case of time off for sickness by any inspectors, no change will be made in the calculation under No. 2 and the remaining inspectors will receive the amount so calculated.
5. Where an inspector quits or is dismissed, until such inspector is replaced, no change will be made in the calculation under No. 2 and the remaining inspectors will receive the amount so calculated; except, that should the vacancy continue for more than two full, consecutive weeks, in subsequent weeks the amount arrived at under No. 1 will be divided by the number of remaining inspectors and the amount so calculated paid to each inspector until the replacement is made.
6. When the replacement is made, the division shall immediately revert to normal.
7. When an ADDITIONAL inspector is added to the strength of a branch, the calculation will be made as under No. 2 and all inspectors will receive the amount so calculated for a period of 26 weeks.

During this period, however, all inspectors but the new one will be guaranteed a minimum commission to the average of the past 26 previous weeks.

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EFFECTIVE JANUARY 1, 1953.

COLLECTIVE LABOUR AGREEMENT

BETWEEN:

GUARANTEED PURE MILK COMPANY LIMITED,
a body politic and corporate having
its principal place of business in the
City of Montreal, District of Montreal,
in the Province of Quebec.

AND

THE ASSOCIATION OF EMPLOYEES OF GUARANTEED
PURE MILK COMPANY, LTD; an Association duly
formed in virtue of Article 2, paragraph (d)
of the LABOUR RELATIONS ACT of the Province
of Quebec and duly recognized by the Board of
Labour Relations, in accordance with Article
9 of the said Act.

- I N B I D E -

19/3272

COLLECTIVE LABOUR AGREEMENT

-1-

BETWEEN:

GUARANTEED PURE MILK COMPANY, LIMITED,
a body politic and corporate having its principal
place of business in the City of Montreal, County
of Hochelaga, in the Province of Quebec.

AND

ASSOCIATION OF EMPLOYEES OF GUARANTEED
PURE MILK COMPANY, LIMITED, an association duly
formed by virtue of Article 2, paragraph (d) of
the Labour Relations Act of the Province of Quebec
and duly recognized by the Labour Relations Board,
in accordance with Article 9 of the said Act.

- I N S I D E -

ARTICLE 1. JURISDICTION

This agreement is to be applicable to the following
employees mentioned in the certificate issued by the Board of
Labour Relations, namely:

- (a) Dairy
- (b) Stables
- (c) Motive Power
- (d) Rolling Stock Repairs
- (e) Truck Drivers
- (f) Truck Drivers' Helpers.

It is not applicable to the office staff,
nor to any staff paid monthly.

ARTICLE 2. WORKING CONDITIONS

(a) The work week shall be one with hours and conditions
basically the same as at the signing of this agreement. Payment
for work on Sundays, where not normally worked, shall be made either
by (1) allowing a similar amount of time off during the following week
or (2) double pay for the time worked, i.e. one half day on Sunday to be
paid for as one full day and one full day on Sunday to be paid for as two
days.

Stablemen working a full day Sunday or Sunday night through Monday
morning, shall be paid for $1\frac{1}{2}$ days.

(b) A day's pay shall be calculated as one-sixth of an employee's weekly
wage.

(c) There shall be a ten minute rest period allowed for each employee
during each forenoon and each afternoon but each must be arranged and
approved by the respective foremen. It is to be understood by both parties
hereto that such rest periods shall cause no work stoppage, each section
arranging its relief so as to enable the continuous flow of work not to
be interrupted.

ARTICLE 3. VACATION AND STATUTORY HOLIDAYS

Vacation with pay will be allowed, at times approved by the Head of each division, on the following basis and calculated from May 1st of the previous year up to April 30th of the current year:-

- (a) For the 1st full calendar month of employment and all subsequent months up to 5 years of service..... ½ day.
- (b) IN ADDITION TO (a) above, the following will be added:-

If over 1 year's service at April 30th-	Plus	1 day
" " 2years	" " "	2 days
" " 3 "	" " "	3 "
" " 4 "	" " "	4 "
" " 5 "	" " "	6 "
" " 15 "	" " "	12 "

It is agreed that any vacation time over 6 days, due under the above scale, may be satisfied, AT THE COMPANY'S OPTION, by pay in lieu of time off.

Vacation pay will be paid only on the day prior to commencement of vacation. Any vacations due but not taken by October 31st will be paid for immediately thereafter.

If an employee who has been employed at least full year as dismissed, or resigns with not less than one week's notice, he will be entitled to such number of ½ days or days, due to him for vacation since April 30th of the previous year to the date of severance but not already taken or paid.

The following statutory holidays shall be considered as Sundays and paid for on the same basis:

- New Year's Day
- Good Friday
- Dominion Day
- St. Jean Baptiste Day
- Labour Day
- Christmas Day

ARTICLE 4. SICK-PAY

During the first calendar year of employment, no allowance will be made for sick-day for an employee and pay will be deducted for all such time off. In the second and subsequent calendar years, the following scale shall apply:

In the 2nd calendar year,	1 day's sick-pay will be allowed.
" " 3rd	" " 2 days" " " " " "
" " 4th	" " 3 " " " " " "
" " 5th	" " 4 " " " " " "
" " 6th	" " 5 " " " " " "
" " 7th	" " 6 " " " " " "

The foregoing, however, is subject to the agreement that the first day of any sick leave will not be paid.

ARTICLE 4. SICK-PAY- cont'd

Sick leave due for the current year not used during that year may be accumulated for credit in the following year but not beyond. The maximum, of employees who have 15 years or more of continuous service. Such employees may, on the same basis, accumulate up to a maximum of 12 days.

It is agreed between the Company and the Association that the purpose of this clause is to protect employees against real sicknesses and is not to be regarded as a provision for extra time off nor something the employees are "entitled to" during the year. The Association agrees to combat any tendency by employees to take advantage of this protection against real sicknesses.

In practice, deductions for all absenteeism will be automatically made but sick-pay as above may be claimed by an employee by reporting to the paymaster on return to work and giving details of his sickness to him.

ARTICLE 5. RATES OF PAY.

The scale of pay for truck-drivers and helpers shall be:

Truck-drivers	- \$40 to \$48 per six day week.
Truck-drivers' Helpers	- \$32 to \$37 " " " "

The rates of pay for all other employees shall be those in effect at the signing of this agreement.

There shall be a minimum wage of \$32 a week for all male employees with the exception of truckdrivers' helpers and apprentices. Apprentices shall be new employees without previous experience and it is agreed that the apprenticeship shall not last more than twelve months, at which time the minimum wage shall be effective.

Employees shall be paid their wages in full for all regular time and overtime work commencing at 1:15 P.M. each Wednesday, based on the week ending the previous Saturday.

Nothing contained in this article shall be construed as prohibiting the Company from making normal, promotional increases in individual rates of pay from time to time during the life of this agreement, nor from making payments in individual cases to cover special circumstances.

ARTICLE 6. PROFIT-SHARING

The Company agrees to continue its Profit-Sharing and allied plans in effect for the duration of this agreement:

ARTICLE 7. CHECK-OFF.

On the written authority of any employee, the Company will deduct from the wages of such employee the sum of fifty (50¢) cents per month for monthly dues to the Association, It will also, on the same authorization, deduct \$1.00 Entrance Fee from new members. Such deductions shall be from the last wage payment in each month. The authorization shall be handed to the employee's foreman or supervisor or direct to the payroll department by the employee personally and shall be revokable by the employee at any time by giving one month's notice to the Company in writing.

It is understood that the Company does not, by this clause, surrender its prior rights to any monies dues to an employee for monies due by such employee to the Company in ~~XXXXXX~~ the case of severance of employment.

The foregoing terms of the check-Off agreement may be posted by the Company in each division.

ARTICLE 8. TERM OF AGREEMENT

All provisions and terms of this agreement are hereby mutually agreed to by the signatories hereto and it shall become effective on January 1st, 1953 and shall remain in effect for one year. It shall be automatically renewed from year to year for one year unless either party hereto gives notice, in writing, to the other party that it desires modification or cancellation of the agreement. Such notices shall be given not sooner than 60 days and not later than 30 days from the annual expiry date of the agreement.

ARTICLE 9. PROCEDURE

The Association shall elect a sub-committee of not less than three and not more than eight from the employees in the designated classifications with which committee all negotiations and discussion regarding collective agreements shall be carried out with the Company. However, all written agreements shall be signed by the President and another officer of the Association.

Both parties hereto recognized and support the labour laws of the Province of Quebec and agree in all actions and negotiations to act in accordance with the Labour Relations Act of Quebec.

ARTICLE 10

The Association, on its part, in view of the protection and profit-sharing plan, agrees it will be a live, active organization working strongly with the Company to avoid waste, improve efficiency and thereby boost profit and morale to the mutual benefit of both the employees and the Company.

Signed in Montreal,

DEC 9 1952.

For the Company

For the Association

GUARANTEE PURE MILK CO. LIMITED

Edgar C. President

Per: Unreadable signature

W. Rivard Secretary

EFFECTIVE JANUARY 1, 1953.

COLLECTIVE LABOUR AGREEMENT

BETWEEN: GUARANTEED PURE MILK COMPANY LIMITED,
a body politic and corporate having
its principal place of business in
the City of Montreal, District of
Montreal, in the Province of Quebec.

AND: THE ASSOCIATION OF EMPLOYEES OF
GUARANTEED PURE MILK COMPANY LTD.,
an Association duly formed in virtue
of Article 2, paragraph (d) of the
LABOUR RELATIONS ACT of the Province
of Quebec and duly recognized by the
Board of Labour Relations, in accord-
ance with Article 9 of the said Act.

O U T S I D E :

19/3271

COLLECTIVE LABOUR AGREEMENT

BETWEEN:

GUARANTEED PURE MILK COMPANY LIMITED,
a body politic and corporate having its
principal place of business in the City
of Montreal, District of Montreal, in
the Province of Quebec.

AND

THE ASSOCIATION OF EMPLOYEES OF
GUARANTEED PURE MILK COMPANY LIMITED,
an Association duly formed in virtue
of Article 2, paragraph d(d) of the
LABOUR RELATIONS ACT of the Province
of Quebec and duly recognized by the
Board of Labour Relations, in accord-
ance with Article 9 of the said Act.

- O U T S I D E -

ARTICLE I- JURISDICTION

This agreement is to be applicable to the following
employees mentioned in the certificate issued by the Board
of Labour Relations, namely:

Milk Salesmen	(retail)
Milk Salesmen	(wholesale)
Inspectors	
Trainees not assigned to a permanent route.	

It is not applicable to the office staff nor to any
staff paid monthly.

ARTICLE 2- WORKING CONDITIONS

- a) The regular working period shall be six (6) days,
from Monday to Saturday inclusive with no work on Sundays.
- b) Any employee called to work on Sunday shall receive
his earnings for that day, plus a like amount additionally,
excluding bonus.
- c) New Year's Day, good Friday, St-Jean Baptiste Day,
Dominion Day, Labour Day and Christmas Day shall be paid at
the rate of single time but if made work days, at double
time. Provided that where such days fall on a Monday and
work is performed on Sunday and not Monday, not more than 7
days in all shall be paid.
- d) The daily earnings, for additional pay or deductions,
shall be the week's wages, as shown in Schedule "A" divided
by six.
- e) For so long as no Sunday delivery is in effect, all
employees on a commission basis will be paid \$2.00 extra if
they work a full day on Saturday.

ARTICLE 3-

VACATIONS

Vacation with pay will be allowed, at times approved by the Head of each division, on the following basis and calculated from May 1st of the previous year up to April 30th of the current year. -

- a) For the 1st full calendar month of employment and all subsequent months up to 5 years of service:- $\frac{1}{2}$ day
- b) IN ADDITION TO (a) above, the following will be added:-

If over 2 year's service at April 30th-	Plus 1 day
" " "2 years " " " " " "	" 2 days
" " 3 " " " " " " "	" 3days
" " 4 " " " " " " "	" 4 "
" " 5 " " " " " " "	" 6 "
" " 15 " " " " " " "	" 12 "

It is agreed that any vacation time over 6 days, due under the above scale, may be satisfied, AT THE COMPANY'S OPTION, by pay in lieu of time off.

Vacation pay will be paid only on the day prior to commencement of vacation and will be calculated on the previous calendar year's earnings (excluding Profit-Sharing Bonus). Any vacations due but not taken by October 31st will be paid for immediately thereafter.

If an employee who has been employed at least a full year is dismissed, or resigns with not less than one week's notice, he will be entitled to such number of $\frac{1}{2}$ days or days due to him for vacation since April 30th of the previous year to the date of severance but not already taken or paid.

ARTICLE 4- SICK-PAY

During the first calendar year of employment, no allowance will be made for sick-pay for an employee and pay will be deducted for all such time off. In the second and subsequent calendar years, the following scale shall apply:

In the 2nd calendar year,	1 day's sick-pay will be allowed.
" "3rd " " " "	2 days " " " " " "
" "4th " " " "	3 " " " " " "
" "5th " " " "	4 " " " " " "
" "6th " " " "	5 " " " " " "
" "7th " " " "	6 " " " " " "

The foregoing, however, is subject to the agreement that the first day of any sick leave will not be paid.

Sick leave due for the current year not used during that year may be accumulated for credit in the following year but not beyond. The maximum, however, shall still be 6 days except in the case of employees who have 15 or more years of continuous service. Such employees may, on the same basis, accumulate up to a maximum of 12 days.

(Article 4 continued Pg. 3)

ARTICLE 4- SICK-PAY (cont'd)

It is agreed between the Company and the Association that the purpose of this clause is to protect employees against real sicknesses and is not to be regarded as a provision for extra time off nor something the employees are "entitled" to " during the year. The Association agrees to combat any tendency by employees to take advantage of this protection against real sicknesses.

In practice, deductions for all absenteeism will be automatically made but sick-pay as above may be claimed by an employee by reporting to the pay-master on return to work and giving details of his sickness to him.

ARTICLE 5- GRIEVANCE PROCEDURE

a) A grievance shall be defined as a difference arising between the Association and the Company on behalf of any employee or employees as to the meaning or application of the provisions of this Agreement.

b) Any grievance which is not settled satisfactorily within one month after first discussions may be submitted to conciliation in the manner contemplated by the QUEBEC LABOUR RELATIONS ACT by the Association or the Company.

ARTICLE 6- SENIORITY

a) Ability and skill being equal in the opinion of the Company, seniority in employment with the Company shall be the governing factor in lay-offs, re-hiring, promotions and discharge in each section, provided also that this shall in noway affect the standing of all employees as at the signing of this agreement.

b) Every endeavour shall be made to give preference, in other departments of the plant, to those employees who are laid off due to lack of work;

c) This article shall be subject to the Grievance Procedure and in cases of Grievances, the Company agrees to provide the Association with the service date of interested employees.

ARTICLE 7- NOTICES

The Company agrees to permit the posting of notices, limited to the calling of meetings of the Association, on the Notice Board utilized by employees in the Association categories.

ARTICLE 8- TIME AND METHOD OF PAYMENT

a) Employees will be paid their wages in full for all regular time and overtime work commencing at 1.15 p.m. each Thursday based on the week ending the previous Saturday.

b) Commissions will be paid weekly with the wages, based on the loads for the week-ending the previous Saturday.

(Article 8 continued Pg. 4)

ARTICLE 8- TIME AND METHOD OF PAYMENT (cont'd)

- c) I.O.U. 's or shortages will be deducted in whole or in part from wages and commissions as the Company deems appropriate.
- d) At the time of payment of commission, the Company will furnish to the employee concerned a statement sufficiently detailed to enable him to verify the commission earned.
- e) The practice of the Company to deduct five (5) cents a week for charity will continue and no charity campaign will be conducted whatsoever. The Charity Trust will be conducted as heretofore.

ARTICLE 9- CHECKING-IN

The Company will maintain personnel to check in the salesmen from 11.30 A.M. from the 1st day of June to the last day of August and from 1.00 p.m. during the remainder of the year.

This shall not apply to the branches if an alternative plan is agreed on between the salesmen and the management which is more convenient.

ARTICLE 10 INSPECTORS

Work in the cooler, on the ice or on the gallery, will not be compulsory for the Inspectors, but permitted if they desire to do so. The Company will supply sufficient personnel required to do such work.

ARTICLE 11. WAGES

The scale of wages and commissions will be in accordance with Schedule "A" attached. Nothing contained in this agreement is to be construed as prohibiting the Company from making normal, promotional increases in individual rates of pay from time to time during the life of this agreement, nor from making payments in individual cases to cover special circumstances.

ARTICLE 12- PRIVILEGE

All privileges presently enjoyed by the employees as a matter of Company policy will remain in full force and effect for the duration of the agreement, including the Profit-Sharing and allied plans.

ARTICLE 13- MANAGEMENT

The management of the employer's business and the direction of the working forces rests solely with the employer.

ARTICLE 14- BOND

Every salesman will post a bond of \$100.00 with the Company on joining and keep such bond intact at all times.

ARTICLE 15- NO STRIKES, LOCKOUTS. etc.

It is mutually agreed by the parties hereto that throughout the life of this agreement they will comply with provisions of the QUEBEC LABOUR RELATIONS ACT as to strikes, lockouts, and stoppages of work.

ARTICLE 16- CHECK OFF

On the written authority of an employee, the Company will deduct from the wages of such employee the sum of fifty (50¢) cents per month for monthly dues to the Association. It will also, on the same authorization, deduct \$1.00 Entrance Fee From new members. Such deductions shall be from the last wage payment in each month.

The authorization shall be handed to the employee's foreman or supervisor or direct to the payroll department by the employee personally and shall be revocable by the employee at any time by giving one month's notice to the Company in writing.

It is understood that the Company does not, by this clause, surrender its prior rights to any monies due to an employee for monies due by such employee to the Company in the case of severance of employment.

The foregoing terms of the check-off agreement may be posted by the Company in each division.

ARTICLE 17- UNIFORMS

The Company agrees to pay 50% of the cost of company approved uniforms bought by the salesmen and the inspectors. If a man has 3 years or more continuous service with the Company at the time his uniform is ordered, the Company will pay 75% of the cost. The Company further agrees to deduct 60 cents a week from such employees' wages to be credited to the employee's uniform account. Any credit in such account shall be due to the salesman on severance. Such employees shall be entitled to one uniform a year under this arrangement.

ARTICLE 18- DURATION OF AGREEMENT

All provisions and terms of this agreement are hereby mutually agreed to by the signatories hereto and it shall become effective at January 1st, 1953, and shall remain in effect until 31st december, 1953, and shall automatically be renewed from year to year for a calendar year, unless either party hereto gives notice in writing to the other party that it desires modification or cancellation of the agreement. Such notices shall be given not sooner than sixty (60) days and not later than thirty (30) days prior to the expiration date of the agreement.

ARTICLE 19

The Association on its part, in view of the protection and profit-sharing plan, agrees it will be a live, active organization working strongly with the Company to avoid waste, improve efficiency and thereby boost profits and morale to the mutual benefit of both the employees and the Company.

Signed in Montreal DEC. 9 1952

For the Company

GUARANTEED PURE MILK CO. LIMITED

For the Association

Per: Unreadable

A.C. Morin, president

W. Rivard, secretary

SCHEDULE "A"

	WAGES	COMMISSIONS
Retail Salesmen	\$32.50 per six day week.	<p>4% on all milk and cream sold. 2 cents per doz. eggs. 2 cents per lb. butter 1 cent per package cheese.</p> <p>($\frac{1}{2}$ of above rates on the shall amount of wholesale delivered by retail salesmen).</p> <p>Plus incentive bonus per Schedule "B".</p>
Wholesale Salesmen	\$32.50 per six day week.	$\frac{1}{2}$ of the retail rates of Commission, plus the same incentive bonus.
Inspectors* H.O.	49.50 per six day week.	See Schedule "C".
Inspectors- Branches	48.50 per six days	See Schedule "c".
Trainees	33.00 to \$38.00 per 6 day week.	N O N E

The Company agrees to pay all its salesman a minimum in wages, commissions and incentive bonus of \$42.00 for a full week. To this shall be added \$2.00 for every full Saturday worked and in calculating the Profit-Sharing bonus, earnings shall be taken as having been at least \$44.00 a week.

SCHEDULE "B"

INCENTIVE BONUS ON EARNED COMMISSION

<u>COMMISSION EARNED</u> <u>at present 4%</u>	<u>ADDITIONAL</u> <u>bonus</u>	<u>COMMISSION EARNED</u> <u>at present 4%</u>	<u>ADDITIONAL</u> <u>bonus</u>
\$10.25	.10	25.25	10.00
10.50	.20	25.50	10.25
10.75	.30	25.75	10.50
11.00	.40	26.00	10.75
11.25	.50	26.25	11.00
11.50	.60	26.50	11.25
11.75	.70	26.75	11.50
12.00	.80	27.00	11.75
12.25	.90	27.25	12.00
12.50	1.00	27.50	12.25
12.75	1.13	27.75	12.53
13.00	1.25	28.00	12.80
13.25	1.38	28.25	13.08
13.50	1.50	28.50	13.35
13.75	1.63	28.75	13.63
14.00	1.75	29.00	13.90
14.25	1.88	29.25	14.18
14.50	2.00	29.50	14.45
14.75	2.13	29.75	14.73
15.00	2.25	30.00	15.00
15.25	2.40	30.25	15.30
15.50	2.55	30.50	15.60
15.75	2.70	30.75	15.90
16.00	2.85	31.00	16.20
16.25	3.00	31.25	16.50
16.50	3.15	31.50	16.80
16.75	3.30	31.75	17.10
17.00	3.45	32.00	17.40
17.25	3.60	32.25	17.70
17.50	3.75	32.50	18.00
17.75	3.93		
18.00	4.10		
18.25	4.28		
18.50	4.45		
18.75	4.63		
19.00	4.80		
19.25	4.98		
19.50	5.15		
19.75	5.33		
20.00	5.50		
20.25	5.70		
20.50	5.90		
20.75	6.10		
21.00	6.30		
21.25	6.50		
21.50	6.70		
21.75	6.90		
22.00	7.10		
22.25	7.30		
22.50	7.50		
22.75	7.73		
23.00	7.95		
23.25	8.18		
23.50	8.40		
23.75	8.63		
24.00	8.83		
25.25	9.08		
24.50	9.30		
24.75	9.53		
25.00	9.75		

- I. No applicable to double time.
2. Calculated every week.
3. Includes cut money.

SCHEDULE "C"

INSPECTORS' COMMISSIONS

- I. At each branch, including Head Office Branch, the total sales value of all milk, cream and cheese sold on retail and wholesale commission routes will be totalled and $\frac{1}{3}$ of 1% of such figure will be calculated.
2. At the commencement of this arrangement, the amount arrived at under No. 1 will be divided equally by the number of inspectors normally employed at that branch.
3. Each inspector will receive the amount calculated under No. 2
4. In the case of time off for sickness by any inspectors, no change will be made in the calculation under No. 2 and the remaining inspectors will receive the amount so calculated.
5. Where an inspector quits or is dismissed, until such inspector is replaced, no change will be made in the calculation under No. 3 and the remaining inspectors will receive the amount so calculated; except, that should the vacancy continue for more than two full, consecutive weeks, in subsequent weeks the amount arrived at under No. 1 will be divided by the number of remaining inspectors and the amount so calculated paid to each inspector until the replacement is made.
6. When the replacement is made, the division shall immediately revert to normal.
7. When an ADDITIONAL inspector is added to the strength of a branch, the calculation will be made as under No. 2 and all inspectors will receive the amount so calculated for a period of 26 weeks.

During this period, however, all inspectors but the new one will be guaranteed a minimum commission equal to the average of the past 26 previous weeks.

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EFFECTIVE, JANUARY 1, 1952.

COLLECTIVE LABOUR AGREEMENT

BETWEEN: GUARANTEED PURE MILK COMPANY LIMITED
a body politic and corporate having
its principal place of business in
the City of Montreal, District of
Montreal, in the Province of Quebec.

AND: THE ASSOCIATION OF EMPLOYEES OF
GUARANTEED PURE MILK COMPANY LTD.,
an Association duly formed in virtue
of Article 2, paragraph (d) of the
LABOUR RELATIONS ACT of the Province
of Quebec and duly recognized by the
Board of Labour Relations in accord-
ance with Article 9 of the said Act.

COLLECTIVE LABOUR AGREEMENT

BETWEEN:

GUARANTEED PURE MILK COMPANY LIMITED
a body politic and corporate having its
principal place of business in the City
of Montreal, District of Montreal, in
the Province of Quebec.

AND:

THE ASSOCIATION OF EMPLOYEES OF
GUARANTEED PURE MILK COMPANY. LTD.,
an Association duly formed in virtue
of Article 2, paragraph (d) of the
LABOUR RELATIONS ACT of the Province
of Quebec and duly recognized by the
Board of Labour Relations, in accord-
ance with Article 9 of the said Act.

ARTICLE I.- JURISDICTION

This agreement is to be applicable to the following
employees mentioned in the certificate issued by the Board
of Labour Relations, namely

Milk Salesmen (retail)
Milk Salesmen (wholesale)
Inspectors
Trainees not assigned to a permanent route.

It is not applicable to the office staff nor to any
staff paid monthly.

ARTICLE 2.- WORKING CONDITIONS

- a) The regular working period shall be six (6) days,
from Monday to Saturday inclusive with no work on Sundays.
- b) Any employee called to work on Sunday shall receive
his earnings for that day, plus a like amount additionally,
excluding bonus.
- c) New Year's Day, Good Friday, Dominion Day, Labour Day
and Christmas Day shall be paid at the rate of single time,
but if made work days. at double time. Provided that where
such days fall on a Monday and work is performed on Sunday
and not Monday, not more than 7 days in all shall be paid.
- (d) The daily earnings for additional pay or deductions,
shall be the week's wages, as shown in Schedule "A", divided
by six.
- e) For so long as no Sunday delivery is in effect, all
employees on a commission basis will be paid \$2.00 extra if
they work a full day on Saturday.

ARTICLE 3- VACATIONS

Vacation with pay will be allowed, at times approved by the Head of each division, on the following basis and calculated from May 1st of the previous year up to April 30th of the current year:-

- a) For the 1st full calendar month of employment and all subsequent months up to 5 years of service $\frac{1}{2}$ day
- b) For the 1st full calendar month after 5 years of service and all subsequent months. 1 "
- c) In the year in which an employee is elected to the 25 year Club he shall be entitled to 1 extra week's vacation or, at the Company's option, an extra week's pay.

Vacation pay will be paid only on the day prior to commencement of vacation and will be calculated on the previous calendar year's earnings (excluding profit-sharing bonus). Any vacations due by not taken by October 31st will be paid for immediately thereafter.

If an employee who has been employed at least a full year is dismissed or resigns with not less than one week's notice, he will be entitled to such number of $\frac{1}{2}$ days or days due to him for vacation since April 30th of the previous year to the date of severance but not already taken or paid,

ARTICLE 4- SICK-PAY

During the first calendar year of employment no allowance will be made for sick-pay for an employee and pay will be deducted for all such time off. In the second and subsequent calendar years, the following scale shall apply:

In the 2nd calendar year,	1 day's sick-pay will be allowed.
" 3rd " "	2 day's " " " " "
" 4th " "	3 " " " " "
" 5th " "	4 " " " " "
" 6th " "	5 " " " " "
" 7th " "	6 " " " " "

The foregoing, however, is subject to the agreement that the first day of any sick leave will not be paid.

It is agreed between the Company and the Association that the purpose of this clause is to protect employees against shall sickness and is not to be regarded as a provision for extra time off nor something the employees are "entitled" to during the year. The Association agrees to combat any tendency by employees to take advantage of this protection against real sicknesses.

In practice, deductions for all absenteeism will be automatically made but sick-pay as above may be claimed by an employee by reporting to the pay-master on return to work and giving details of his sickness to him.

ARTICLE 5- GRIEVANCE PROCEDURE

- a) A grievance shall be defined as a difference arising between the Association and the Company on behalf of any employee or employees as to the meaning or application of the provisions of this Agreement.
- b) Any grievance which is not settle satisfactorily within one month after first discussions may be submitted to conciliation in the manner contemplated by the QUEBEC LABOUR RELATIONS ACT by the Association or the Company.

ARTICLE 6.- SENIORITY

- a) Ability and skill being equal in the opinion of the Company, seniority in employment with the Company shall be the governing factor in lay-offs, re-hiring, promotions and discharge in each section, provided also that this shall in no way affect the standing of all employees as at the signing of this agreement.
- b) Every endeavour shall be made to give preference, in other departments of the plant, to those employees who are laid off due to lack of work.
- c) This article shall be subject to the Grievance Procedure and in cases of Grievances, the Company agrees to provide the Association with the service data of interested employees.

ARTICLE 7.- NOTICES

The Company agrees to permit the posting of notices, limited to the calling of meeting of the Association on the Notice Board utilized by employees in the Association categories.

ARTICLE 8.- TIME AND METHOD OF PAYMENT

- a) Employees will be paid their wages in full for all regular time and overtime work commencing at 1.15 p.m. each Thursday based on the week ending the previous Saturday.
- b) Commissions will be paid weekly with the wages, based on the loads for the week-ending the previous Saturday,
- c) I.O.U.' or shortages will be deducted in whole or in part from wages and commissions as the Company deems appropriate.
- d) At the time of payment of commission, the Company will furnish to the employee concerned a statement sufficiently detailed to enable him to verify the commission earned.
- e) The practice of the Company to deduct five (5) cents a week for charity will continue and no charity campaign will be conducted whatsoever. The charity Trust will be conducted as heretofore.

ARTICLE 9.- CHECKING-IN

The Company will maintain personnel to check in the salesmen from 11.30 A.M. during the months of June, July and August and from 1.00 p.m. during the remainder of the year.

ARTICLE 10- INSPECTORS

Work in the cooler, on the ice or on the gallery, they desire be compulsory for the inspectors, but permitted if they desire to do so. The Company will supply sufficient personnel required to do such work.

ARTICLE 11.- WAGES

The scale of wages and commissions will be in accordance with Schedule "A" attached. Nothing contained in this agreement is to be construed as prohibiting the Company from making normal, promotional increased in individual rates of pay from time to time during the life of this agreement nor from making payments in individual cases to cover special circumstances.

ARTICLE 12.- PRIVILEGES

All privileges presently enjoyed by the employees as a matter of Company policy will remain in full force and effect for the duration of the agreement, including the Profit-Sharing and allied plans.

ARTICLE 13.- MANAGEMENT

The management of the employer's business and the direction of the working forces rests solely with the employer.

ARTICLE 14.- BOND

Every salesman will post a bond of \$100.00 with the Company on joining and keep such bond intact at all times.

ARTICLE 15- NO STRIKES, LOCKOUTS, ETC.

It is mutually agreed by the parties hereto that throughout the life of this agreement they will comply with provisions of the QUEBEC LABOUR RELATIONS ACT as to strikes, lockouts, and stoppages of work.

ARTICLE 16.- CHECK-OFF

On the written authority of any employee, the Company will deduct from the wages of such employee the sum of fifty (50¢) cents per month for monthly dues to the Association. Such deduction shall be from the last wage payment in each month.

It shall be handed to the employee's foreman or supervisor or direct to the payroll by the employee at any time by giving one month's notice to the Company in writing.

It is understood that the Company does not, by this clause, surrender its prior rights to any monies due to an employee for monies due by such employee to the Company in the case of severance of employment.

The foregoing terms of the check-off agreement may be posted by the Company in each division.

ARTICLE 17- UNIFORMS

The Company agrees to pay 50% of the cost of company approved uniforms bought by the salesmen and the inspectors. It further agrees to deduct 50 cents a week from such employee's wages to be credited to the employee's uniform account. Any credit in such account shall be due to the salesmen on severance. Such employees shall be entitled to one uniform a year under this arrangement.

ARTICLE 18- DURATION OF AGREEMENT

All provisions and terms of this agreement are hereby mutually agreed to by the signatories hereto and it shall become effective at January 1st, 1952, and shall remain in effect until 31st December 1952, and shall automatically be renewed from year to year for a calendar year, unless either party hereto gives notices in writing to the other party that it desires modification or cancellation of the agreement. Such notices shall be given not sooner than sixty (60) days and not later than thirty (30) days prior the expiration date of the agreement.

ARTICLE 19.

The Association, on its part, in view of the protection and profit-sharing plan, agrees it will be a live, active organization working strongly with the Company to avoid waste, improve efficiency and thereby boost profits and morale to the mutual benefit of both the employees and the Company.

Signed in Montreal, Dec. 12. 1951

For the Company

For the Association

Illisible

W. Rivard, president

A. Ritcher, secretary.

SCHEDULE "A"

	WAGES	COMMISSIONS
Retail Salesmen	32.50 per six day week	4% on all milk and cream sold. 2 cents per doz. eggs. 2 cents per lb butter cheese. 1 " " package cheese. ($\frac{1}{2}$ of above rates on the small amount of wholesale delivered by retail salesmen). Plus incentive bonus per Schedule "B".
Wholesale Salesmen	\$32.00 per six day week.	$\frac{1}{2}$ of the retail rates of commission, plus the same incentive bonus.
Inspectors- H.O.	49.50 per six day week	See schedule "C".
Inspectors-Branches	48.50 per six day week.	See Schedule "C"
Trainees	33.00 to 38.00 per 6 day week.	N O N E".

The Company agrees to pay all its salesmen a minimum in wages, commissions and incentive bonus of \$42.00 for a full week. To this shall be added \$2. for every full Saturday worked and in calculating the Profit-Shearing bonus, earnings shall be taken as having been at least \$44.00 a week.

SCHEDULE "B"

INCENTIVE BONUS ON EARNED COMMISSION

<u>COMMISSION EARNED</u> <u>at present 4%</u>	<u>ADDITIONAL</u> <u>bonus</u>	<u>COMMISSION EARNED</u> <u>at present 4%</u>	<u>ADDITIONAL</u> <u>bonus</u>
\$41.00	.40	\$ 101.00	40.00
42.00	.80	102.00	41.00
43.00	1.20	103.00	42.00
44.00	1.60	104.00	43.00
45.00	2.00	105.00	44.00
46.00	40% 2.40	106.00	100% 45.00
47.00	2.80	107.00	46.00
48.00	3.20	108.00	47.00
49.00	3.60	109.00	48.00
50.00	4.00	110.00	49.00
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51.00	4.50	111.00	50.10
52.00	5.00	112.00	51.20
53.00	5.50	113.00	52.30
54.00	6.00	114.00	53.40
55.00	6.50	115.00	54.50
56.00	50% 7.00	116.00	110% 55.60
57.00	7.50	117.00	56.70
58.00	8.00	118.00	57.80
59.00	8.50	119.00	58.90
60.00	9.00	120.00	60.00
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61.00	9.60	121.00	61.20
62.00	10.20	122.00	62.40
63.00	10.80	123.00	63.60
64.00	11.40	124.00	64.80
65.00	12.00	125.00	66.00
66.00	60% 12.60	126.00	120% 67.20
67.00	13.20	127.00	68.40
68.00	13.80	128.00	69.60
69.00	14.40	129.00	70.80
70.00	15.00	130.00	72.00
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71.00	15.70		
72.00	16.40		
73.00	17.10		
74.00	17.80		
75.00	18.50		
76.00	70% 19.20		
77.00	19.90		
78.00	20.60		
79.00	21.30		
80.00	22.00		
<hr/>			
81.00	22.80		
82.00	23.60		
83.00	24.40		
84.00	25.20		
85.00	26.00		
86.00	80% 26.80		
87.00	27.60		
88.00	28.40		
89.00	29.20		
90.00	30.00		
<hr/>			
91.00	30.90		
92.00	31.80		
93.00	32.70		
94.00	33.60		
95.00	34.50		
96.00	90% 35.40		
97.00	36.30		
98.00	37.20		
99.00	38.10		
100.00	39.00		

1. Not applicable to double time.
2. Calculated every four weeks and paid with every fourth commission. (13 bonuses per annum)
3. Includes cut money.

SCHEDULE "C"

INSPECTORS' COMMISSION:

1. At each branch, including Head Office Branch, the total sales value of all milk cream and cheese sold on retail and wholesale commission routes will be totalled and $\frac{1}{4}$ of 1% of such figure will be calculated.
2. At the commencement of this arrangement, the amount arrived at under No. 1 will be divided equally by the number of inspectors normally employed at that branch.
3. Each inspector will receive the amount calculated under no. 2.
4. In the case of time off for sickness by any inspectors no change will be made in the calculation under No. 2 and the remaining inspectors will receive the amount so calculated.
5. Where an inspector quits or is dismissed, until such inspector is replaced, no change will be made in the calculation under No. 2 and the remaining inspectors will receive the amount so calculated; except, that should the vacancy continue for more than two full, consecutive weeks, in subsequent weeks the amount arrived at under No. 1 will be divided by the number of remaining inspectors and the amount so calculated paid to each inspector until the replacement is made.
6. When the replacement is made, the division shall immediately revert to normal.
7. When an ADDITIONAL inspector is added to the strength of a branch, the calculation will be made as under No. 2 and all inspectors will receive the amount so calculated for a period of 26 weeks.

During this period, however, all inspectors but the new one will be guaranteed a minimum commission ^{equal} to the average of the past 26 previous weeks.

EFFECTIVE JANUARY 1, 1952.

COLLECTIVE LABOUR AGREEMENT

BETWEEN:

GUARANTEED PURE MILK COMPANY LIMITED
a body politic and corporate having
its principal place of business in
the City of Montreal, District of
Montreal, in the Province of Quebec.

AND

THE ASSOCIATION OF EMPLOYEES OF
GUARANTEED PURE MILK COMPANY, LTD;
an Association duly formed in virtue
of Article 2, paragraph (d) of the
LABOUR RELATIONS ACT of the Province
of Quebec and duly recognized by the
Board of Labour Relations, in accord-
ance with Article 9 of the said Act.

COLLECTIVE LABOUR AGREEMENT

BETWEEN:

GUARANTEED PURE MILK COMPANY, LIMITED,
a body politic and corporate having its principal place of business in the City of Montreal, County of Hochelaga, in the Province of Quebec.

AND:

ASSOCIATION OF EMPLOYEES OF GUARANTEED PURE MILK COMPANY, LIMITED, an association duly formed by virtue of Article 2, paragraph (d) of the Labour Relations Act of the Province of Quebec and duly recognized by the Labour Relations Board, in accordance with Article 9 of the said Act.

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ARTICLE 1 JURISDICTION

This agreement is to be applicable to the following employees mentioned in the certificate issued by the Board of Labour Relations, namely:

- (a) Dairy
- (b) Stables
- (c) Motive Power
- (d) Rolling Stock Repairs
- (e) Truck Drivers
- (f) Truck Drivers' Helpers.

It is not applicable to the office staff, nor to any staff paid monthly.

ARTICLE 2. WORKING CONDITIONS.

(a) The work week shall be one with hours and conditions basically the same as at the signing of this agreement. Payment for work on Sundays, where not normally worked, shall be made either by (1) allowing a similar amount of time off during the following week or (2) double pay for the time worked, i.e. one half-day on Sunday to be paid for as one full day and one full day on Sunday to be paid for as two days.

(b) A day's pay shall be calculated as one-sixth of an employee's weekly wage.

(c) There shall be a ten minute rest period allowed for each employee during each forenoon and each afternoon but each must be arranged and approved by the respective foremen. It is to be understood by both parties hereto that such rest periods shall cause no work stoppage, each section arranging its relief so as to enable the continuous flow of work not to be interrupted.

ARTICLE 3.VACATIONS AND
STATUTORY HOLIDAYS.

Vacation with pay will be allowed, at times approved by the Head of each division, on the following basis and calculated from May 1st of the previous year up to April 30th of the current year:-

- (a) For the 1st full calendar month of employment and all subsequent months up to 5 years of service ½ day.
- (b) For the 1st full calendar month after 5 years of service and all subsequent months 1 "
- (c) In the year in which an employee is elected to the 25 Year Club he shall be entitled to 1 extra week's vacation or, at the company's option, an extra week's pay.

Vacation pay will be paid only on the day prior to commencement of vacation. Any vacations due but not taken by October 31st will be paid for immediately thereafter.

If an employee who has been employed at least a full year is dismissed, or resigns with not less than one week's notice, he will be entitled to such number of ½ days or days due to him for vacation since April 30th of the previous year to the date of severance but not already taken or paid.

The following statutory holidays shall be considered as Sundays and paid for on the same basis:

New Year's Day
Good Friday
Dominion Day
Labour Day
Christmas Day

ARTICLE 4. SICK-PAY

During the first calendar year of employment, no allowance will be made for sick-pay for an employee and pay will be deducted for all such time off. In the second and subsequent calendar years, the following scale shall apply:

In the 2nd calendar year, 1 days sick-pay will be allowed.
" " 3rd " " 2 days " " " " "
" " 4th " " 3 " " " " "
" " 5th " " 4 " " " " "
" " 6th " " 5 " " " " "
" " 7th " " 6 " " " " "

The foregoing, however, is subject to the agreement that the first day of any sick leave will not be paid.

It is agreed between the Company and the Association that the purpose of this clause is to protect employees against real sicknesses and is not to be regarded as a provision for extra time off nor something the employees are "entitled to" during the year. The Association agrees to combat any tendency by employees to take advantage of this protection against real sicknesses.

ARTICLE 4. cont'd

In practice, deductions for all absences will be automatically made but sick-pay as above may be claimed by an employee by reporting to the pay-master on return to work and giving details of his sickness to him.

ARTICLE 5. RATES OF PAY

The scale of pay truck-drivers and helpers shall be.

Truck-drivers	- \$38. to \$44 per six day week.
Truck-drivers' Helpers-	\$30. to \$35 " " " "

The rates of pay for all other employees shall be those in effect under the previous agreement, plus \$4.00 a week.

There shall be a minimum wage of \$32 a week for all male employees with the exceptions of truck-drivers' helpers and apprentices. Apprentices shall be new employees without previous experience and it is agreed that the apprenticeship shall not last more than twelve months, at which time the minimum wage shall be effective.

Employees shall be paid their wages in full for all regular time and overtime work commencing at 1.15 P.M. each Wednesday, based on the week ending the previous Saturday.

Nothing contained in this article shall be construed as prohibiting the Company from making normal, promotional increases in individual rates of pay from time to time during the life of this agreement, nor from making payments in individual cases to cover special circumstances.

ARTICLE 6. PROFIT-SHARING

The Company agrees to continue its Profit-Sharing and allied plans in effect for the duration of this agreement.

ARTICLE 7. CHECK-OFF

On the written authority of any employee, the Company will deduct from the wages of such employee, the sum of fifty (50¢) cents per month for monthly dues to the Association. Such deduction shall be from the last wage payment in each month. It shall be handled to the employee's foreman or supervisor or direct to the payroll department by the employee personally and shall be reversible by the employee at any time by giving one month's notice to the Company in writing.

It is understood that the Company does not, by this clause, surrender its prior rights to any monies due to an employee for monies due by such employee to the Company in the case of severance of employment.

The foregoing terms of the check-off agreement may be posted by the Company in each division.

ARTICLE 8. TERM OF AGREEMENT

All provisions and terms of this agreement are hereby mutually agreed to by the signatories hereto and it shall become effective on January 1st, 1952 and shall remain in effect for one year. It shall be automatically renewed from year to year for one year unless either party hereto gives notice, in writing, to the other party that it desires modification or cancellation of the agreement. Such notices shall be given not sooner than 60 days and not later than 30 days from the annual expiry date of the agreement.

ARTICLE 9 PROCEDURE

The Association shall elect a sub-committee of not less than three and not more than five from the employees in the designated classifications with which committee all negotiations and discussions regarding collective agreements shall be carried out with the Company. However, all written agreements shall be signed by the President and another officer of the Association.

Both parties hereto recognize and support the labour laws of the Province of Quebec and agree in all actions and negotiations to act in accordance with the Labour Relations Act of Quebec.

ARTICLE 10.

The Association, on its part, in view of the protection and profit-sharing plan, agrees it will be a live, active organization working strongly with the Company to avoid waste, improve efficiency and thereby boost profit and morale to the mutual benefit of both the employees and the Company.

Signed in Montreal,

Dec 12, 1951

For the Company

For the Association

W. Rivard, Président

I. Richer, Secretary

Unreadable

COLLECTIVE LABOUR AGREEMENT

BETWEEN:

GUARANTEED PURE MILK COMPANY LIMITED
a body politic and corporate having
its principal place of business in
the City of Montreal, District of
Montreal, in the Province of Quebec.

AND:

THE ASSOCIATION OF EMPLOYEES OF GUA-
RANTEED PURE MILK COMPANY, LTD; an
Association duly formed in virtue of
Article 2, paragraph (d) of the LABOUR
RELATIONS ACT of the Province of Quebec
and duly recognized by the Board of La-
bour Relations, in accordance with Arti-
cle 9 of the said Act.

COLLECTIVE LABOUR AGREEMENT

BETWEEN:

GUARANTEED PURE MILK COMPANY, LIMITED,
a body politic and corporate having its
principal place of business in the City of
Montreal, County of Hochelaga, in the Pro-
vince of Quebec.

AND:

ASSOCIATION OF EMPLOYEES OF GUARANTEED
PURE MILK COMPANY, LIMITED, an association
duly formed by virtue of Article 2, paragraph
(d) of the Labour Relations Act of the Province
of Quebec and duly recognized by the Labour Re-
lations Board, in accordance with Article 9 of
the said Act.

ARTICLE 1. JURISDICTION

This agreement is to be applicable to the
following employees mentioned in the certifi-
cate issued by the Board of Labour Relations,
namely:

- (a) Dairy
- (b) Stables
- (c) Motive Power
- (d) Rolling Stock Repairs
- (e) Truck Drivers
- (f) Truck Drivers' Helpers.

It is not applicable to the office staff,
nor to any staff paid monthly.

ARTICLE 2. WORKING CONDITIONS.

(a) The work week shall be ^{one} with hours and
conditions basically the same as the signing of this
agreement. Payment for work on Sundays, where not nor-
mally worked, shall be made either by (1) allowing a si-
milar amount of time off during the following week or (2)
double pay for the time worked, i.e. one half-day on Sunday
to be paid for as one full day and one full day on Sunday to
be paid for as two days.

(b) A day's pay shall be calculated as one-sixth of an
employee's weekly wage.

(c) There shall be a ten minute rest period allowed for
each employee during each forenoon and each afternoon but
must be arranged and approved by the respective foremen. It
is to be understood by both parties hereto that such rest pe-
riods shall cause no work stoppage, each section arranging its
relief so as to enable the continuous flow of work not to be
interrupted.

ARTICLE 3. VACATIONS AND STATUTORY HOLIDAYS.

Vacation with pay will be allowed, at times approved by the Head of each division, on the following basis and calculated from May 1st of the previous year up to April 30th of the current year:-

- (a) For the 1st full calendar month of employment and all subsequent months up to 5 years of service ½ day.
- (b) For the 1st full calendar month after 5 years of service and all subsequent months 1 "
- (c) In the year in which an employee is elected to the 25 Year Club he shall be entitled to 1 extra week's vacation or, at the company's option, an extra week's pay.

Vacation pay will be paid only on the day prior to commencement of vacation. Any vacations due but not taken by October 31st will be paid for immediately thereafter.

If an employee who has been employed at least a full year is dismissed, or resigns with not less than one week's notice, he will be entitled to such number of ½ days or days due to him for vacation since April 30th of the previous year to the date of severance but not already taken or paid.

The following statutory holidays shall be considered as Sundays and paid for on the same basis:

- New Year's Day
- Good Friday
- Dominion Day
- Labour Day
- Christmas Day.

ARTICLE 4. SICK-PAY.

During the first calendar year of employment, no allowance will be made for sick-pay for an employee and pay will be deducted for all such time off. In the second and subsequent calendar years, the following scale shall apply:

In the 2nd calendar year,	1 days sick-pay will be allowed.
" " 3rd "	" " 2 days " " " "
" " 4th "	" " 3 " " " " "
" " 5th "	" " 4 " " " " "
" " 6th "	" " 5 " " " " "
" " 7th "	" " 6 " " " " "
" " 8th "	" " 7 " " " " "

The foregoing, however, is subject to the agreement that the first day of any sick leave will not be paid.

It is agreed between the Company and the Association that the purpose of this clause is to protect employees against real sickness and is not to be regarded as a provision for extra time off nor something the employees are "entitled to" during the year. The Association agrees to combat any tendency by employees to take advantage of this protection against real sicknesses.

ARTICLE 4. Cont'd.

In practice, deductions for all absenteeism will be automatically made but sick-pay as above may be claimed by an employee by reporting to the paymaster on return to work and giving details of his sickness to him.

ARTICLE 5. RATES OF PAY.

The scale of pay for truck-drivers and helpers shall be:

Truck-drivers	- \$34 to \$40 per six day week.
Truck-drivers' Helpers	- \$26 " \$31 " " " "

The rates of pay for all other employees shall be those in effect under the previous agreement, plus \$2.00 a week.

There shall be a minimum wage of \$30 a week for all male employees with the exception of truck-drivers' helpers and apprentices. Apprentices shall be new employees without previous experience and it is agreed that the apprenticeship shall not last more than twelve ^{months} at which time the minimum wage shall be effective.

Employees shall be paid their wages in full for all regular time and overtime work commencing at 1:15 P.M. each Monday, based on the week ending the previous Saturday.

Nothing contained in this article shall be construed as prohibiting the Company from making normal, promotional increases in individual rates of pay from time to time during the life of this agreement, nor from making payments in individual cases to cover special circumstances.

ARTICLE 6. PROFIT-SHARING.

The Company agrees to continue its Profit-Sharing and allied plans in effect for the duration of this agreement.

ARTICLE 7. TERM OF AGREEMENT.

All provisions and terms of this agreement are hereby mutually agreed to by the signatories hereto and it shall become effective on January 1st, 1951 and shall remain in effect for one year. It shall be automatically renewed from year to year for one year unless either party hereto gives notice, in writing, to the other party that it desires modification or cancellation of the agreement. Such notices shall be given not sooner than 60 days and not later than 30 days from the annual expiry date of the agreement.

ARTICLE 8. PROCEDURE.

The Association shall elect a sub-committee of not less than three and not more than five from the employees in the designated classifications with which committee all negotiations and discussions regarding collective agreements shall be carried out with the Company. However, all written agreements shall be signed by the President and another officer of the Association.

ARTICLE 8. cont'd

Both parties hereto recognize and support the labour laws of the Province of Quebec and agree in all actions and negotiations to act in accordance with the Labour Relations Act of Quebec.

ARTICLE 9.

The Association, on its part, in view of the protection and profit-sharing plan, agrees it will be a live, active organization working strongly with the Company to avoid waste, improve efficiency and thereby boost profits and morale to the mutual benefit of both the employees and the Company.

Signed in Montreal, NOV 14 1950

For the Company

For the Association.

W. Rivard President

Unreadable signature

F. Richter Secretary

COLLECTIVE LABOUR AGREEMENT

BETWEEN:

GUARANTEED PURE MILK COMPANY LIMITED
a body politic and corporate having
its principal place of business in
the City of Montreal, District of Mon-
treal, in the Province of Quebec.

AND:

THE ASSOCIATION OF EMPLOYEES OF GUARAN-
TEED PURE MILK COMPANY, LTD; an Association
duly formed in virtue of Article 2, paragraph
(d) of the LABOUR RELATIONS ACT of the Provin-
ce of Quebec and duly recognized by the Board
of Labour Relations, in accordance with Article
9 of the said Act.

COLLECTIVE LABOUR AGREEMENT

BETWEEN:

GUARANTEED PURE MILK COMPANY LIMITED
a body politic and corporate having its
principal place of business in the City
of Montreal, District of Montreal, in
the Province of Quebec.

AND:

THE ASSOCIATION OF EMPLOYEES OF GUARANTEED
PURE MILK COMPANY, LTD; an Association duly
formed in virtue of Article 2, paragraph (d)
of the LABOUR RELATIONS ACT of the Province
of Quebec and duly recognized by the Board
of Labour Relations, in accordance with Ar-
ticle 9 of the said Act.

ARTICLE 1- JUDISDICTION

This agreement is to be applicable to the following
employees mentioned in the certificate issued by the Board of
Labour Relations, namely:

Milk Salesmen (retail)
Milk Salesmen (wholesale)
Inspectors
Trainees not assigned to a permanent route.

It is not applicable to the office staff nor to any
staff paid monthly.

ARTICLE 2- WORKING CONDITIONS

- a) The regular working period shall be six (6) days, from
Monday to Saturday inclusive with no work on Sundays.
- b) Any employee called to work on Sunday shall receive his
earnings for that day, plus a like amount additionally, excluding
bonus.
- c) New Year's Day, Good Friday, Dominion Day, Labour Day and
Christmas Day shall be paid at the rate of single time, but if made
work days, at double time. Provided that where such days fall on a
Monday and work is performed on Sunday and not Monday, not more than
7 days in all shall be paid.
- d) The daily earnings, for additional pay or deductions, shall
be the week's wages, as shown in Schedule "A", divided by six.
- e) For so long as no Sunday delivery is in effect, all employees
on a commission basis will be paid \$2.00 extra if they work a full day on
Saturday.

ARTICLE 3- VACATIONS

Vacation with pay will be allowed, at times approved by the Head of each division, on the following basis and calculated from May 1st of the previous year up to April 30th of the current year:-

- a) For the 1st full calendar month of employment and all subsequent months up to 5 years of service $\frac{1}{2}$ day
- b) For the 1st full calendar month after 5 years of service and all subsequent months 1 "
- c) In the year in which an employee is elected to the 25 Year Club he shall be entitled to 1 extra week's, vacation or, at the company's option, an extra week's pay.

Vacation pay will be paid only on the day prior to commencement of vacation and will be calculated on the previous calendar year's earnings (excluding Profit-Sharing Bonus). Any vacations due but not taken by October 31st will be paid for immediately thereafter.

If an employee who has been employed at least a full year is dismissed, or resigns with not less than one week's notice, he will be entitled to such number of $\frac{1}{2}$ days or days due to him for vacation since April 30th of the previous year to the date of severance but not already taken or paid.

ARTICLE 4- SICK-PAY

During the first calendar year of employment, no allowance will be made for sick-pay for an employee and pay will be deducted for all such time off. In the second and subsequent calendar years, the following scale shall apply:

In the 2nd calendar year,	1 day's sick-pay will be allowed.
" " 3rd " "	2 day's " " " " "
" " 4th " "	3 " " " " "
" " 5th " "	4 " " " " "
" " 6th " "	5 " " " " "
" " 7th " "	6 " " " " "
" " 8th " "	7 " " " " "

The foregoing, however, is subject to the agreement that the first day of any sick leave will not be paid.

It is agreed between the Company and the Association that the purpose of this clause is to protect employees against real sickness and is not to be regarded as a provision for extra time off nor something the employees are "entitled to" during the year. The Association agrees to combat any tendency by employees to take advantage of this protection against real sickness.

In practice, deductions for all absenteeism will be automatically made but sick-pay as above may be claimed by an employee by reporting to the pay-master on return to work and giving details of his sickness to him.

ARTICLE 5- GRIEVANCE PROCEDURE

- a) A grievance shall be defined as a difference arising between the Association and the Company on behalf of any employee or employees as to the meaning or application of the provisions of this Agreement.
- b) Any grievance which is not settled satisfactorily within one month after first discussions may be submitted to conciliation in the manner contemplated by the QUEBEC LABOUR RELATIONS ACT by the Association or the Company.

ARTICLE 6- SENIORITY

- a) Ability and skill being equal in the opinion of the Company, seniority in employment with the Company shall be the governing factor in lay-offs, re-hiring, promotions and discharge in each section, provided also that this shall in no way affect the standing of all employees as at the signing of this agreement.
- b) Every endeavour shall be made to give preference, in other departments of the plant, to those employees who are laid off due to lack of work.
- c) This article shall be subject to the Grievance Procedure and in cases of Grievances, the Company agrees to provide the Association with the service date of interested employees.

ARTICLE 7- NOTICES

The Company agrees to permit the posting of notices, limited to the calling of meetings of the Association, on the Notice Board utilized by employees in the Association categories.

ARTICLE 8- TIME AND METHOD OF PAYMENT

- a) Employees will be paid their wages in full for all regular time and overtime work commencing at 1:15 p.m. each Thursday based on the week ending the previous Saturday.
- b) Commissions will be paid weekly with the wages, based on the loads for the week-ending the previous Saturday.
- c) I.O.U.' shortages will be deducted in whole or in part from wages and commissions as the Company deems appropriate.
- d) At the time of payment of commission, the Company will furnish to the employee concerned a statement sufficiently detailed to enable him to verify the commission earned.
- e) The practice of the Company to deduct five (5) cents a week for charity will continue and no charity campaign will be conducted whatsoever. The Charity Trust will be conducted as heretofore.

ARTICLE 9- CHECKING-IN

The Company will maintain personnel to check in the salesman from 11:30 A.M. during the months of June, July and August and from 1:00 P.M. during the remainder of the year.

ARTICLE 10- INSPECTORS

Work in the cooler, on the ice or on the gallery, will not be compulsory for the Inspectors, but permitted if they desire to do so. The Company will supply sufficient personnel required to do such work.

ARTICLE 11- WAGES

The scale of wages and commissions will be in accordance with Schedule "A" attached. Nothing contained in this agreement is to be construed as prohibiting the Company from making normal, promotional increases in individual rates of pay from time to time during the life of this agreement, nor from making payments in individual cases to cover special circumstances.

ARTICLE 12- PRIVILEGES

All privileges presently enjoyed by the employees as a matter of Company policy will remain in full force and effect for the duration of the agreement, including the Profit-Sharing and allied plans.

ARTICLE 13- MANAGEMENT

The management of the employer's business and the direction of the working forces rests solely with the employer.

ARTICLE 14- BOND

Every salesman will post a bond of \$100.00 with the Company on joining and keep such bond intact at all times.

ARTICLE 15- NO STRIKES, LOCKOUTS, etc.

It is mutually agreed by the parties hereto that throughout the life of this agreement they will comply with provisions of the QUEBEC LABOUR RELATIONS ACT as to strikes, lockouts, and stoppage of work.

ARTICLE 16- CHECK-OFF

On the written authority of any employee, the Company will deduct from the wages of such employee the sum of fifty (50¢) cents per month for monthly dues to the Association. Such deduction shall be from the last wage payment in each month. Such authorization shall be for the duration of this contract. It shall be handed to the employee's foreman or supervisor or direct to the payroll department by the employee personally and shall be revokable by the ~~XXX~~ employee at any time by giving one month's notice to the Company in writing.

It is understood that the Company does not, by this clause, surrender its prior rights to any monies due to an employee for monies due by such employee to the Company in the case of severance of employment.

The foregoing terms of the check-off agreement may be posted by the Company in each division.

ARTICLE 17- UNIFORMS

The Company agrees to pay 25% of the cost of company approved uniforms bought by the salesman and the inspectors.

ARTICLE 18- DURATION OF AGREEMENT

All provisions and terms of this agreement are hereby mutually agreed by the signatories hereto and it shall become effective at January 1st, 1951 and shall remain in effect until 31st December 1951, and shall automatically be renewed from year to year for a calendar year, unless either party hereto gives notice in writing to the other party that it desires modification or cancellation of the agreement. Such notices shall be given not sooner than sixty (60) days and not later than thirty (30) days prior to the expiration date of the agreement.

Signed on behalf of GUARANTEED PURE MILK COMPANY, LIMITED, at Montreal, this

DEC 15, 1950

Joffre Gagnon

E. Mongeau

Signed on behalf of the ASSOCIATION OF EMPLOYEES OF GUARANTEED PURE MILK CO; LIMITED, at Montreal, this

DEC 15, 1950

SCHEDULE "A"

W A G E S

C O M M I S S I O N

<u>RETAIL SALESMEN</u>	\$28.00 per six day week	4% on all milk and cream sold. 2 cents per doz. eggs. 2 cents per lb. butter. (½ of above rates on the small amount of wholesale delivered by retail salesmen). Plus incentive bonus per Schedule "B".
<u>WHOLESALE SALESMEN</u>	\$28.00 per six day week.	½ of the retail rates of commission, plus the same incentive bonus.
<u>INSPECTORS-H.O.</u>	\$42.50) per six) day)	See Schedule "C".
<u>INSPECTORS-BRANCHES</u>	\$41.50) week)	
<u>TRAINERS</u>	\$28.50 to \$34.00 per 6 day week.	N O N E.

The Company agrees to pay all its salesmen a minimum in wages, commissions and incentive bonus of \$40.00 a week calculated on the average earnings during the first and last six months of each year and payable in January and July of each year. To this shall be added \$2. for every full Saturday worked and in calculating the Profit-Sharing bonus, earnings shall be taken as having been at least \$40.50 a week.

SCHEDULE "B"

INCENTIVE BONUS OF EARNED COMMISSION

<u>COMMISSION EARNED</u> <u>at present 4%</u>	<u>ADDITIONAL</u> <u>bonus</u>	<u>COMMISSION EARNED</u> <u>at present 4%</u>	<u>ADDITIONAL</u> <u>bonus</u>
\$11.00	.40	\$101.00	40.00
42.00	.80	102.00	41.00
43.00	1.20	103.00	42.00
44.00	1.60	104.00	43.00
45.00	2.00	105.00	44.00
46.00	2.40	106.00	45.00
47.00	2.80	107.00	46.00
48.00	3.20	108.00	47.00
49.00	3.60	109.00	48.00
50.00	4.00	110.00	49.00
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51.00	4.50	111.00	50.10
52.00	5.00	112.00	51.20
53.00	5.50	113.00	52.30
54.00	6.00	114.00	53.40
55.00	6.50	115.00	54.50
56.00	7.00	116.00	55.60
57.00	7.50	117.00	56.70
58.00	8.00	118.00	57.80
59.00	8.50	119.00	58.90
60.00	9.00	120.00	60.00
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61.00	9.60	121.00	61.20
62.00	10.20	122.00	62.40
63.00	10.80	123.00	63.60
64.00	11.40	124.00	64.80
65.00	12.00	125.00	66.00
66.00	12.60	126.00	67.20
67.00	13.20	127.00	68.40
68.00	13.80	128.00	69.60
69.00	14.40	129.00	70.80
70.00	15.00	130.00	72.00
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71.00	15.70		
72.00	16.40		
73.00	17.10		
74.00	17.80		
75.00	18.50		
76.00	19.20		
77.00	19.90		
78.00	20.60		
79.00	21.30		
80.00	22.00		
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81.00	22.80		
82.00	23.60		
83.00	24.40		
84.00	25.20		
85.00	26.00		
86.00	26.80		
87.00	27.60		
88.00	28.40		
89.00	29.20		
90.00	30.00		
<hr/>			
91.00	30.90		
92.00	31.80		
93.00	32.70		
94.00	33.60		
95.00	34.50		
96.00	35.40		
97.00	36.30		
98.00	37.20		
99.00	38.10		
100.00	39.00		

1. Not applicable to double time.

2. Calculated every four weeks and paid with every fourth commission. (13 bonuses per annum).

3. Includes cut money.

SCHEDULE "C"

INSPECTORS' COMMISSION:

1. At each branch, including Head Office Branch, the total sales value of all milk, cream and cheese sold on retail and wholesale commission routes will be totalled and $\frac{1}{4}$ of 1% of such figure will be calculated.
2. At the commencement of this arrangement, the amount arrived at under No. 1 will be divided equally by the number of inspectors normally employed at that branch.
3. Each inspector will receive the amount calculated under No. 2.
4. In the case of time off for sickness by any inspectors, no change will be made in the calculation under No 2. and the remaining inspectors will receive the amount so calculated.
5. Where an inspector quits or is dismissed, until such inspector is replaced, no change will be made in the calculation under No 2. and the remaining inspectors will receive the amount so calculated; except, that should the vacancy continue for more than two full consecutive weeks. #
6. When the replacement is made, the division shall immediately revert to normal.
7. When an ADDITIONAL inspector is added to the strength of a branch, the calculation will be made as under No. 2 and all inspectors will receive the amount so calculated for a period of 26 weeks. During this period, however, all inspectors but the new one will be guaranteed a minimum commission equal to the average of the past 26 previous weeks.

in subsequent weeks-

- # the amount arrived at under No I. will be divided by the number of remaining inspectors and the amount so calculated paid to each inspector until the replacement is made.

COLLECTIVE LABOUR AGREEMENT

19/2336

COLLECTIVE LABOUR AGREEMENT

BETWEEN: GUARANTEED PURE MILK COMPANY LIMITED
a body politic and corporate having its
principal place of business in
the City of Montreal, District of
Montreal, in the Province of Quebec.

AND THE ASSOCIATION OF EMPLOYEES OF
GUARANTEED PURE MILK COMPANY, LTD. ,
an Association duly formed in virtue
of Article 2, paragraph (d) of the
LABOUR RELATIONS ACT OF the Province
of Quebec and duly recognized by the
Board of Labour Relations, in accord-
ance with Article 9 of the said Act.

ARTICLE 1 - JURISDICTION

This agreement is to be applicable to the following
employees mentioned in the certificate issued by the Board
of Labour Relations, namely:

Milk Salesmen (retail)
Milk Salesmen (wholesale)
Inspectors
Trainees not assigned to a permanent route.

ARTICLE 2 - COLLECTIVE REPRESENTATIVE
OF EMPLOYEES

By this agreement, the employer recognizes the Association
above described as being the collective representative of the
groups of employees mentioned in Article 1 of this Agreement
and in consequence enters into this collective agreement with
the said association.

ARTICLE 3 - WORKING PERIOD
OVERTIME WORK

A) The regular working period shall be six (6) days,
from Wednesday to Tuesday inclusive with no work on Sundays.

b) Any employee called to work on Sunday shall receive
his earnings for that day, plus a like amount additionally,
excluding bonus.

c) New Year's Day, Good Friday, Dominion Day, Labour Day
and Christmas Day shall be paid at the rate of single time,
but if work performed, at double time. Provided that where such
days fall on a Monday and work is performed on Sunday
and not Monday, not more than 7 days in all shall be paid.

d) The daily earnings, for additional pay or deductions,
shall be the week's wages as shown in Schedule "A", divided
by six.

e) For so long as no Sunday delivery is in effect, all employees on a commission basis shall be paid \$4.00 extra if they work a full day on Saturday.

ARTICLE 4 - VACATIONS

Vacations with pay will be allowed, at times approved by the Head of each division, on the following basis:

For the first 12 months of employment	NIL
After " " " " " "	$\frac{1}{2}$ day a month
" " 2nd " " " "	" " " "
" " 3rd " " " "	" " " "
" " 4th " " " "	" " " "
" " 5th " " " "	1 " " "

(15 days or over to count as 1 month; under 15 days to be dropped)

During the calendar years in which the first and subsequent employment anniversaries fall, the number of $\frac{1}{2}$ days or days a month due to an employee may be anticipated to the end of the calendar year. Should an employee, however, sever his service with the Company, (either voluntarily or otherwise) before the end of such calendar year, an amount equal to the pay for the anticipated days taken but still unearned shall become due to the Company and be deductible from any final settlement.

Vacation pay will be paid only on the day prior to commencement of vacation and will be calculated on the previous calendar year's earnings (excluding Profit-Sharing Bonus). Any vacations due but not taken by October 31st will be paid for immediately thereafter, calculated for the full year.

If an employee is dismissed, or resigns with not less than one week's notice, he shall be entitled to such number of $\frac{1}{2}$ days or days due to him for vacation that year to the date of severance but not already taken or paid.

ARTICLE 5 - SICK - PAY

During the first twelve months of employment, no allowance will be made for sick-pay for an employee and pay will be deducted for all such time off. After completing one year's service, the following scale shall apply:

During the 2nd twelve months, 1 days' sick-pay will be allowed.
" " 3rd " " 2 " " " " " "
" " 4th " " 3 " " " " " "
" " 5th " " 4 " " " " " "
" " 6th " " 5 " " " " " "
" " 7th " " 6 " " " " " "
" " 8th " " 7 " " " " " "

The foregoing, however, is subject to the agreement that the first day of any sick leave shall not be paid.

It is agreed between the Company and the Association that the purpose of this clause is to protect employees against real sicknesses and is not to be regarded as a provision for extra time off nor something the employees are "entitled to" during the year. The Association agrees to combat any tendency by employees to take advantage of this protection against real sicknesses.

ARTICLE 5 - cont'd

In practice, deductions for all absenteeism will be automatically made but sick-pay as above may be claimed by an employee by reporting to the pay-master on return to work and giving details of his sickness to him.

ARTICLE 6 - GRIEVANCE PROCEDURE

a) A grievance shall be defined as a difference arising between an employee and the Company as to the meaning or application of the provisions of this agreement.

b) Grievances shall be handled as follows:

1. The Association shall appoint a Grievance Committee comprising two employees at Head Office and ~~any changes from~~ one at each branch. The names of these committeemen, and any changes from time to time, shall be communicated immediately to the Company. No meeting shall be called until at least one week after the composition of the Committee or any changes therein have been notified to the Company in writing.

2. On 48 hours notice to the Company, the Grievance Committee shall meet at Head Office (not less than 3 shall form a quorum) with not more than an equal number of Company officials. They may discuss any grievances which may have been brought to their attention. The employees affected shall be in attendance on call.

3. The officials of the Company present at the meeting shall either (a) effect a settlement at the meeting or (b) undertake to give their decision the following morning. However, any matters which they believe must be referred to management shall be so referred and a definite decision given within one (1) week.

4. If any grievance is not settled satisfactorily to the parties presenting the grievance, such parties may submit it to conciliation in the ~~grievance, such parties may submit it to~~ manner contemplated by the QUEBEC LABOUR RELATIONS ACT.

ARTICLE 7 - SENIORITY

a) Ability and skill being equal in the opinion of the Company, seniority in employment with the Company shall be the governing factor in lay-offs, re-hiring, promotions and discharge in each section, provided also that this shall in no way affect the standing of all employees as at the signing of this agreement.

b) Every endeavour shall be made to give preference, in other departments of the plant, to those employees who are laid off due to lack of work.

c) This article shall be subject to the Grievance Procedure and in cases of Grievances, the Company agrees to provide the Association with the service data of interested employees.

ARTICLE 8 - NOTICES

The Company agrees to post notices, limited to the calling of meetings of the Association, on the Notice Board utilized by employees in the Association categories.

- 4 -

ARTICLE 9 - TIME AND METHOD OF PAYMENT

- A) Employees shall be paid their wages in full for all regular time and overtime work commencing at 1:15p.m. each Thursday based on the week ending the previous Tuesday.
- b) A tentative arrangement is hereby entered into with the Company to pay a reasonable advance on commissions each week for the 17 weeks ending May 30th. The Company will endeavour to pay actual commissions weekly thereafter (or as soon thereafter as possible) and is revising its accounting procedures to make such move possible.
- c) I. O. U.'s or shortages shall be deducted in whole or in part from wages and commissions as the Company deems appropriate.
- # e) The practice of the Company to deduct five (5) cents a week for charity shall continue and no charity campaign shall be conducted whatsoever. The Charity Trust shall be conducted as heretofore.

ARTICLE 10 - CHECKING - IN

The Company will maintain personnel to check in the Salesmen from 11:30 A.M. during the month of June, July and August and from 1:00 P.M. during the remainder of the year.

ARTICLE 11 - INSPECTORS

Work in the cooler, on the ice or on the gallery, shall not be compulsory for the Inspectors, but permitted if they desire to do so. The Company shall supply the sufficient personnel required to do such work.

ARTICLE 12 - WAGES

The scale of wages and commissions shall be in accordance with Schedule "A" attached. Nothing contained in this agreement shall be construed as prohibiting the Company from making normal, promotional increases in individual rates of pay from time to time during the life of this agreement, nor from making payments in individual cases to cover special circumstances.

ARTICLE 13 - PRIVILEGES

All privileges presently enjoyed by the employees as a matter of Company policy shall remain in full force and effect for the duration of the contract, including the Profit-Sharing and allied plans.

ARTICLE 14 - MANAGEMENT

The management of the employer's business and the direction of the working forces shall rest solely with the employer.

ARTICLE 15 - BOND

Every salesman shall post a bond ~~intact~~ of \$100.00 with the Company on joining and keep such bond intact at all times.

- # d) At the time of payment of commission, the Company shall furnish to the employee concerned a statement sufficiently detailed to enable him to verify the commission earned.

ARTICLE 16 - NO STRIKES, LOCKOUTS, ect.

It is mutually agreed by the parties hereto that throughout the life of this agreement they will comply with provisions of the QUEBEC LABOUR RELATIONS ACT AS TO STRIKES, lockouts, and stoppage of work.

ARTICLE 17 - CHECK-OFF

On the written authority of any employee, the Company will deduct from the wages of such employee the sum of fifty (50) cents per month for monthly dues to the Association and will remit same to the Association. Such deduction ~~and will~~ shall be from the last wage payment in each month. Such authorization shall be for the duration of this contract. It shall be handed to the employee's foreman or supervisor or direct to the payroll department by the employee personally and shall be revokable by the employee at any time by giving one month's notice to the Company in writing.

It is understood that the Company does not, by this clause, surrender its prior rights to any monies due to an employee for monies due by such employee to the ~~Company~~ ~~Company~~ Company in the case of severance of employment.

The foregoing terms of the check-off agreement may be posted by the Company in each division.

ARTICLE 18 - DURATION OF AGREEMENT

All provisions and terms of this agreement are hereby mutually agreed to by the signatories hereto and it shall become effective at January 1st, 1950 (except for the change in the method of calculating inspectors' commissions, which shall be effective from February 1st, 1950) and shall ~~remain~~ ~~in effect~~ remain in effect until 31st December 1950, and shall ~~remain in effect~~ automatically be renewed from year to year for a calendar year, unless either party hereto gives notice in writing to the other party that it desires modification or cancellation of the agreement. Such notices shall be given not sooner than sixty (60) days and not later than thirty (30) days prior to the expiration date of the agreement.

Unreadable signature

Signed on behalf of GUARANTEED PURE MILK COMPANY LIMITED at Montreal, this MAR 17 1950

E. Mongeau - Joffre Gagnon

Signed on behalf of the ASSOCIATION OF EMPLOYEES OF GUARANTEED PURE MILK CO. LIMITED, at Montreal, this MAR 17 1950

SCHEDULE "A"

W A G E S

COMMISSIONS

<u>RETAIL SALESMEN</u>	\$26.50 per six day week	4% on all milk and cream sold. 2 CENTS per doz. eggs. 2 cents per lb. butter. ($\frac{1}{2}$ of above rates on the small amount of whole sale delivered by retail salesmen). Plus incentive bonus per Schedule "B".
<u>WHOLESALE SALESMEN</u>	\$26.50 per six day week	$\frac{1}{2}$ of the retail rates of commission, plus the same incentive bonus
<u>INSPECTORS-H.O.</u>	\$39.50) per six)	$\frac{1}{2}$ the average commission and bonus earned by all the routes at his branch, wholesale and retail.
<u>INSPECTORS-BRANCHES</u>	\$38.50) day) week)	
<u>TRAINEES</u>	\$26.50 to \$32.00 per 6 day week	None.

The Company agrees to pay all its salesmen a minimum in wages, commissions and incentive ~~and~~ bonus of \$38.50 a week calculated on the average earnings during the first and last six months of each year and payable in January and July of each year. To this shall be added \$2.00 for every full Saturday worked and in calculating the Profit-Sharing bonus, earnings, earnings shall be taken as having been at least \$40.50 a week.

SCHEDULE "B"

INCENTIVE BONIS ON EARNED COMMISSION

<u>COMMISSION EARNED</u> <u>at present 4%</u>	<u>ADDITIONAL</u> <u>bonus</u>	<u>COMMISSION EARNED</u> <u>at present 4%</u>	<u>ADDITIONAL</u> <u>bonus</u>
<u>40.00</u>	<u>None</u>	<u>101.00</u>	<u>40.00</u>
41.00	.40	102.00	41.00
42.00	.80	103.00	42.00
43.00	1.20	104.00	43.00
44.00	1.60	105.00	44.00
45.00	2.00	106.00	45.00
46.00	40% 2.40	107.00	46.00
47.00	2.80	108.00	47.00
48.00	3.20	109.00	48.00
49.00	3.60	110.00	49.00
50.00	4.00		
51.00	4.50	111.00	50.10
52.00	5.00	112.00	51.20
53.00	5.50	113.00	52.30
54.00	6.00	114.00	53.40
55.00	6.50	115.00	54.50
56.00	50% 7.00	116.00	55.60
57.00	7.50	117.00	56.70
58.00	8.00	118.00	57.80
59.00	8.50	119.00	58.90
60.00	9.00	120.00	60.00
61.00	9.60	121.00	61.20
62.00	10.20	122.00	62.40
63.00	10.80	123.00	63.60
64.00	11.40	124.00	64.80
65.00	12.00	125.00	66.00
66.00	60% 12.60	126.00	67.20
67.00	13.20	127.00	68.40
68.00	13.80	128.00	69.60
69.00	14.40	129.00	70.80
70.00	15.00	130.00	72.00
71.00	15.70		
72.00	16.40		
73.00	17.10		
74.00	17.80		
75.00	18.50		
76.00	70% 19.20		
77.00	19.90		
78.00	20.60		
79.00	21.30		
80.00	22.00		
81.00	22.80		
82.00	23.60		
83.00	24.40		
84.00	25.20		
85.00	26.00		
86.00	80% 26.80		
87.00	27.60		
88.00	28.40		
89.00	29.20		
90.00	30.00		
91.00	30.90		
92.00	31.80		
93.00	32.70		
94.00	33.60		
95.00	34.50		
96.00	90% 35.40		
97.00	36.30		
98.00	37.20		
99.00	38.10		
100.00	39.00		

1. Not applicable to double time.
2. Calculated monthly and paid not later than the 15th of the following month.
3. Include cut money.

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COLLECTIVE LABOUR AGREEMENT

BETWEEN:

GUARANTEED PURE MILK COMPANY LIMITED,
a body politic and corporate having its
principal place of business in the City of
Montreal, County of Hochelaga, in the
Province of Quebec.

AND:

ASSOCIATION OF EMPLOYEES OF GUARANTEED
PURE MILK COMPANY LIMITED, an association
duly formed by virtue of Article 2, paragraph
(d) of the Labour Relations Act of the Province
of Quebec and duly recognized by the Labour
Relations Board, in accordance with Article 9
of the said Act.

ARTICLE I.

The terms of this agreement shall
cover the following classes of employees of the
Company for whom the Association has received
the recognition of the Quebec Labour Relations
Board as the sole collective representative,
namely;

- (a) Dairy
- (b) Stables
- (c) Motive Power
- (d) Rolling Stock Repairs
- (e) Truck Drivers
- (f) Truck Drivers' Helpers.

ARTICLE 2. WORKING CONDITIONS.

The work week shall be one with hours
and conditions basically the same as at the sign-
ing of this agreement. Payment for work on Sundays,
where not normally worked, shall be made either by
(a) allowing a similar amount of time off during
the following week or (b) double pay for the time
worked, i.e. one half-day on Sunday to be paid for
as one full day and one full day on Sunday to be
paid for as two days.

A day's pay shall be calculated as one-
sixth of an employee's weekly wage.

There shall be a ten minute rest period
allowed for each employee during each forenoon and
each afternoon but each must be arranged and
approved by the respective foremen. It is to be
understood by both parties hereto that such rest
periods shall cause no work stoppage, each section
arranging its relief so as to enable the continuous
flow of work not to be interrupted.

19/2318

ARTICLE 3. VACATIONS AND
STATUTORY HOLIDAYS

Vacations with pay will be allowed at times approved by the head of each division, on the following basis:

For the first 12 months of employment	NIL
After " " " " " "	$\frac{1}{2}$ day a month
" " 2nd " " " "	" " " "
" " 3rd " " " "	" " " "
" " 4th " " " "	" " " "
" " 5th " " " "	1 " " "

(15 days or over to count as 1 month; under 15 days to be dropped).

During the calendar years in which the first and subsequent employment anniversaries fall, the number of $\frac{1}{2}$ days or days a month due to an employee may be anticipated to the end of the calendar year. Should an employee, however, sever his service with the Company, (either voluntarily or otherwise) before the end of such calendar year, an amount equal to the pay for the anticipated days taken but still unearned shall become due to the Company and be deductible from any final settlement.

Vacation pay will be paid only on the day prior to commencement of vacation. Any vacations due but not taken by October 31st will be paid for immediately thereafter calculated for the full year.

If an employee is dismissed, or resigns with not less than one week's notice, he shall be entitled to such number of $\frac{1}{2}$ days or days due to him for vacation that year to the date of severance but not already taken or paid.

The following statutory holidays shall be considered as Sundays and paid for on the same basis:

New Year's Day
Good Friday
Labour Day
Dominion Day
Xmas. Day.

ARTICLE 4. SICK-PAY

During the first twelve months of employment, no allowance will be made for sick-pay for an employee and pay will be deducted for all such time off. After completing one year's service, the following scale shall apply:

During the 2nd twelve months,	1 day's sick-pay will be allowed.
" " 3rd " " "	2 days " " " "
" " 4th " " "	3 " " " " "
" " 5th " " "	4 " " " " "
" " 6th " " "	5 " " " " "
" " 7th " " "	6 " " " " "
" " 8th " " "	7 " " " " "

The foregoing, however, is subject to the agreement that the first day of any sick leave shall not be paid.

ARTICLE 4 Cont'd)

It is agreed between the Company and the Association that the purpose of this clause is to protect employees against real sicknesses and is not to be regarded as a provision for extra time off nor something the employees are "entitled" to during the year. The Association agrees to combat any tendency by employees to take advantage of this protection against real sicknesses.

In practice deductions for all absenteeism will be automatically made but sick-pay as above may be claimed by an employee by reporting to the paymaster on return to work and giving details of his sickness to him.

ARTICLE 5. RATES OF PAY

The scale of pay for truck-drivers and helpers shall be :

Truck drivers	\$32 to \$38 per six day week.
Truck drivers' Helpers	\$24. " \$29. " " " "

The rates of pay for all other employees shall be those in effect at the date of this agreement.

There shall be a minimum wage of \$30. a week for all male employees with the exception of truck-drivers' helpers and apprentices. Apprentices shall be new employees without previous experience and it is agreed that the apprenticeship shall not last more than twelve months, at which time the minimum wage shall be effective.

Nothing contained in this article shall be construed as prohibiting the Company from making normal, promotional increases in individual rates of pay from time to time during the life of this agreement, nor from making payments in individual cases to cover special circumstances.

ARTICLE 6. PROFIT-SHARING

The Company agrees to continue its Profit-Sharing and allied plans in effect for the duration of this agreement.

ARTICLE 7.- TERM OF AGREEMENT

All provisions and terms of this agreement are hereby mutually agreed to by the signatories hereto and it shall become effective retroactively to January 1st, 1950 and shall remain in effect for one year. It shall be automatically renewed from year to year for one year unless either party hereto gives notice, in writing, to the other party that it desires modification or cancellation of the agreement. Such notices shall be given not sooner than 60 days and not later than 30 days from the annual expiry date of the agreement.

ARTICLE 8.- PROCEDURE

The Association shall elect a sub-committee of not less than three and not more than five from the employees in the designated classifications with which

committee all negotiations and discussions regarding collective agreements shall be carried out with the Company. However, all written agreements shall be signed by the President and another officer of the Association.

ARTICLE 8 (Cont'd)

Both parties hereto recognise and support the labour laws of the Province of Quebec and agree in all actions and negotiations to act in accordance with the Labour Relations Act of Quebec.

ARTICLE 9.

The Association on its part, in view of the protection and profit-sharing plan, agrees it will be a live, active organization working strongly with the Company to avoid waste, improve efficiency and thereby boost profits and morale to the mutual benefit of both the employees and the Company.

Signed in Montreal, 27th February, 1950.

For the Company

For the Association

Unreadable

W. Rivard. President

F. Richter. Secretary

384

1885/2

QUEBEC, July 13th, 1949.

Guaranteed Pure Milk Co. Limited,
Attention to the Manager,
1025 Aqueduc St;
MONTREAL, P.Q.

Re: Guaranteed Pure Milk Co. Limited
&
National Union Of Dairy Workers Loc. 13

Dear Sir:-

This is to acknowledge your letter including two certified copies of a Collective Labour Agreement entered into between the above mentioned parties for deposit with the Board in conformity with the Labour Relations Act.

However, we must inform you that pursuant to Section 19 of the Act, only a duly recognized Association shall make such deposit.

Therefore, we shall keep this agreement for a few days in order to enable the recognized Association, to which we are written, to communicate with us regarding this matter.

Should we not hear from the recognized association, we shall return you the copies you forwarded us.

Yours very truly,

ALFRED BUSSIERE

mp/

19/2189

QUEBEC, 13 juillet 1949.

Union Nationale des Employés de
Laiterie, Local 15, C.C.T;
Attention du secrétaire,
2020 rue Clark,
MONTREAL.

RE: Guaranteed Pure Milk Co. Limited.

Cher monsieur:-

Pour votre information, veuillez prendre connaissance d'une copie de lettre que nous faisons parvenir aujourd'hui à Guaranteed Pure Milk Company Limited, attention to the Manager, concernant le dépôt d'une convention collective intervenue entre votre syndicat et la compagnie ci-haut mentionnée.

Comme l'article 19 de la Loi des Relations Ouvrières impose à l'association reconnue l'obligation d'effectuer tel dépôt, nous devons retourner les copies qui nous ont été adressées, à moins que vous preniez à charge d'en faire dépôt tel que prévu à la Loi.

Votre tout dévoué,

ALFRED BUSSIERE

mp/

COLLECTIVE LABOUR AGREEMENT

between

GUARANTEED PURE MILK CO. LIMITED

and

NATIONAL UNION OF DAIRY WORKERS

(Local 15)

19/2/89

COLLECTIVE LABOUR AGREEMENT

COLLECTIVE LABOUR AGREEMENT

BETWEEN:

THE GUARANTEED PURE MILK COMPANY LIMITED
A body politic and corporate having its
principal place of business in the City
of Montreal, District of Montreal, in the
Province of Quebec.

A N D:

THE NATIONAL UNION OF DAIRY EMPLOYEES,
Local 15, CANADIAN CONGRESS OF LABOUR,
an Association duly formed in virtue of
Article 2, paragraph (d) of the LABOUR
RELATIONS ACT of the Province of Quebec
and duly recognized by the Board of Labour
Relations, in accordance with Article 9
of the said Act.

ARTICLE I- JURISDICTION

This agreement is to be applicable to all of the employees
mentioned in the certificate issued by the Board of Labour Relations, namely:

Milk Salesmen (retail)
Milk Salesmen (keymen)
Milk Salesmen (wholesale)
Truck Drivers
Truck Drivers Helpers
Trainees not assigned to a permanent route.

ARTICLE 2- COLLECTIVE REPRESENTATIVE
OF EMPLOYEES

In virtue of Article 4 of the Labour Relations Act, the employer
is bound to be recognized as collective representative of his employees the representatives
of an Association duly recognized by the Board of Labour Relations and to negotiate
with them, in good faith, a collective labour agreement.

By this agreement, the Employer recognizes the Union above described
as being the collective representative of the groups of employees mentioned in Article
I of this Agreement and in consequence enters into this collective agreement with the
said Union.

ARTICLE 3- PURPOSE OF THE AGREEMENT

A collective labour agreement, according to the law, has for its purpose the promotion of harmonious relations between an employer and his employees and to facilitate the solution of the various problems which may arise between employer and employees.

ARTICLE 4- OFFICERS OF THE ASSOCIATION

In order to permit the executive officers, not exceeding three in number, to attend to Union activities, the Company agrees to allow them certain holidays, without pay, but these holidays are not to be in excess of seven (7) days each year for each Union delegate. One week's notice of intent shall be given to the Company.

ARTICLE 5- WORKING PERIOD

OVERTIME WORK

- a) The regular working period shall be six (6) days, from Wednesday to Tuesday inclusive with no work on Sundays.
- b) Any employee called to work on Sunday shall receive his earnings for that day, plus a amount additionally, excluding bonus.
- c) New Year's Day, Labour Day, Good Friday, Dominion Day, and Christmas Day shall be paid at the rate of single time, but if work performed, at double time. Provided that where such days fall on a Monday and work is performed on Sunday and not Monday, not more than 7 days in all shall be paid.

ARTICLE 5 (cont'd)

- d) The daily earnings, for additional pay or deductions, shall be the week's wages, as shown in Schedule "A", divided by six.
- e) For so long as no-Sunday delivery is in effect, all employees on a commission basis shall be paid \$2.00 extra if they work a full day on Saturday.

ARTICLE 6- VACATIONS AND TIME OFF

- a) An employee who has completed one year's service with the Company during the twelve months prior to April 30th shall receive one (1) week's vacation with pay based on two (2) per cent of his earnings for the previous calendar year.
- b) An employee who has completed five years continuous service with the Company as in (a) shall receive two (2) weeks' vacation ^{with} pay based as in (a).
- c) If an employee's vacation period includes any of the days mentioned in Article 5 (c), he shall receive an extra day's vacation pay in compensation.
- d) To avoid confusion, all vacation pay will be made up in May each year and offered to the employees as a special payroll. No pay, therefore, will be made at the actual time of vacation. If an employee decides to work his vacation period he will, consequently, draw ordinary time only. (For any employee who so desires, the vacation pay will be set aside in May until such time as he actually becomes due for vacation.)

ARTICLE 7- GRIEVANCE PROCEDURE

a) A grievance shall be defined as a difference arising between an employee and the Company as to the meaning or application of the provisions of this agreement.

b) Grievances shall be handled as follows:

1. The Union shall appoint a Grievance Committee comprising two employees at Head Office and one at each branch. The names of these committeemen, and any changes from time to time, shall be communicated immediately to the Company. No meeting shall be called until at least one week after the composition of the Committee or any changes therein have been notified to the Company in writing.

2. On 48 hours notice to the Company, the Grievance Committee shall meet at Head Office and not less than 3 shall form a quorum with not more than an equal number of Company officials. They may discuss any grievances which may have been brought to their attention. The employees affected shall be attendance on call.

3. The officials of the Company present at the meeting shall either (a) effect a settlement at the meeting or (b) undertake to give their decision the following morning. However, any matters which they believe must be referred to management shall be so referred and a definite decision given within one (1) week.

4. If any grievance is not settled satisfactorily to the parties presenting the grievance, such parties may submit it to conciliation in the manner contemplated by the QUEBEC LABOUR RELATIONS ACT.

ARTICLE 8- SENIORITY

a) Ability and skill being equal in the opinion of the Company, seniority in employment with the Company shall be the governing factor in lay-offs, re-hiring, promotions and discharge in each section, provided also that this shall in no way effect the standing of all employees as at the signing of this agreement.

b) Every endeavour shall be made to give preference, in other departments of the plant, to those employees who are laid off due to lack of work.

c) This article shall be subject to the Grievance Procedure and in cases of Grievances, the Company agrees to provide the Union with the service date of interested employees.

ARTICLE 9- NOTICES

The Company agrees to post notices limited to the calling of meetings of the Union on the Notice Board utilized by employees in the Union categories.

ARTICLE 10- TIME AND METHOD OF PAYMENT

a) Employees shall be paid their wages in full for all regular time and overtime work commencing at 1:15 p.m. each Thursday based on the week ending the previous Tuesday.

Commissions shall be payable not later than twelve (12) days after the 15th and the last day of each month, for the periods ending on those days. If the regular pay day or commission days falls on an office holiday, employees shall be paid on the day preceding such holiday.

ARTICLE 10 (cont'd)

b) I. O. U's or shortage shall be deducted in whole or part from wages or commissions as the Company deems appropriate.

c) At the time of payment of commission, the Company shall furnish to the employees concerned a statement sufficiently detailed to enable him to verify the commission earned.

d) The practice of the Company to deduct five (5) cents a week for charity shall continue and no charity campaign shall be conducted whatsoever-The Charity Trust shall be conducted as heretofore.

ARTICLE 11- CHECKING-IN

The Company will maintain personnell to check in the salesmen from 12:00 noon during the months of June, July and August and from 1:00 P.M. during the remainder of the year.

ARTICLE 12- ROUTE RIDERS

Work in the cooler, on the ice or on the gallery, shall not be compulsory for the Route Riders or Keymen, but permitted if they desire to do so, and the Company shall supply the sufficient personnel required to do such work.

ARTICLE 13- W A G E S

The scale of wages and commissions shall be in accordance with Schedule "A" attached.

ARTICLE 14- PRIVILEGES

All privileges presently enjoyed by the employees as a matter of Company policy shall remain in full force and effect for the duration of the contract.

ARTICLE 15- MANAGEMENT

The management of the Employer's business and the direction of the working forces shall rest solely with the Employer.

ARTICLE 16- BOND

Every salesman shall post a bond of \$100.00 with the Company on joining and keep such bond intact at all times.

ARTICLE 17- NO STRIKES, LOCKOUTS, etc.

It is mutually agreed by the parties hereto that throughout the life of this agreement they will comply with provisions of the QUEBEC LABOUR RELATIONS ACT as to strikes, lockouts, and stoppage of work.

ARTICLE 18- CHECK-OFF

On the written authority of any employee, the Company will deduct from the wages of such employee the sum of One Dollar and Twenty-Five cents (\$1.25) per month for monthly dues to the Union and will remit same to the Union. Such deduction shall be from the last wage payment in each month. Such authorization shall be for a duration of not longer than six months. It shall be handed to a company official by the employee personally and shall be revocable by the employee at any time by giving one month's notice to the Company in writing.

It is understood that the Company does not, by this clause, surrender its prior rights to any monies due to an employee for monies due by such employee to the Company in the case of severance of employment.

ARTICLE 18 (cont'd)

The foregoing terms of the check-off agreement may be posted by the Company in each division.

ARTICLE 19- DURATION OF AGREEMENT

All provisions and terms of this agreement are hereby mutually agreed to by the signatories hereto and it shall become effective at the date of signing and shall remain in effect until 31st December 1949, and shall automatically be renewed from year to year for a calendar year, unless either party hereto gives notice in writing to the other party that it desires modification or cancellation of the agreement. Such notices shall be given not sooner than sixty (60) days and not later than thirty (30) days prior to the expiration date of the agreement.

unreadable signature

Signed on behalf of GUARANTEED PURE MILK COMPANY LIMITED, at Montreal, this

JUN 9 1949

unreadable signature

Signed on behalf of the NATIONAL UNION OF DAIRY EMPLOYEES, Local 15, at Montreal, this JUN 9 1949

Philippe Vaillancourt

Signed on behalf of CANADIAN CONGRESS OF LABOUR at Montreal, this JUN 9 1949

SCHEDULE "A"

W A G E S

COMMISSIONS

<u>RETAIL SALESMEN</u>	\$26.50 per six day week	4% on all milk cream sold. 2 cents per doz eggs 2 cents per lb butter 9(1/2 of above rates on small amount of wholesale delivered by retail salesmen) Plus incentive bonus per Schedule "B"
<u>WHOLESALE SALESMEN</u>	\$26.50 per six day week	1/2 of the retail rates of commission plus the same incentive bonus
<u>KEYMEN H. O.</u>	\$39.50 (per six)	1/2 the average commission and bonus earned by his group.
<u>KEYMEN-BRANCHES</u>	\$38.50 (week)	
<u>TRUCK DRIVERS</u>	\$30.00 to \$36.00 per 6 day week (After one month from date of employment, drivers shall be paid at least \$32.00 a week)	N o n e
<u>TRUCK DRIVERS HELPERS</u>	\$22.00 to \$27.00 per 6 day week	N o n e
<u>TRAINEES</u>	\$26.50 to \$32.00 per 6 day week	N o n e

10- The Company agrees to pay all its salesmen a minimum in wages, commissions and incentive bonus of \$38.50 a week calculated on the average earnings during the first and last six months of each year and payable in January and July of each year. To this shall be added \$2. for every full Saturday worked and in calculating the profit-sharing bonus, earnings shall be taken as having been at least \$40.50 a week.

SCHEDULE "B"

INCENTIVE BONUS BASED ON EARNED COMMISSION

<u>COMMISSION EARNED</u> <u>at present 4%</u>	<u>ADDITIONAL</u> <u>bonus</u>	<u>COMMISSION EARNED</u> <u>at present 4%</u>	<u>ADDITIONAL</u> <u>bonus</u>
<u>\$40.00</u>	<u>None</u>		
41.00	.40	\$101.00	40.00
42.00	.80	102.00	42.00
43.00	1.20	103.00	42.00
44.00	1.60	104.00	43.00
45.00	2.00	105.00	44.00
46.00	2.40	106.00	45.00
47.00	2.80	107.00	46.00
48.00	3.20	108.00	47.00
49.00	3.60	109.00	48.00
50.00	4.00	110.00	49.00
51.00	4.50	111.00	50.10
52.00	5.00	112.00	51.20
53.00	5.50	113.00	52.30
54.00	6.00	114.00	53.40
55.00	6.50	115.00	54.50
56.00	7.00	116.00	55.60
57.00	7.50	117.00	56.70
58.00	8.00	118.00	57.80
59.00	8.50	119.00	58.90
60.00	9.00	120.00	60.00
61.00	9.60	121.00	61.20
62.00	10.20	122.00	62.40
63.00	10.80	123.00	63.60
64.00	11.40	124.00	64.80
65.00	12.00	125.00	66.00
66.00	12.60	126.00	67.20
67.00	13.20	127.00	68.40
68.00	13.80	128.00	69.60
69.00	14.40	129.00	70.80
70.00	15.00	130.00	72.00
71.00	15.70		
72.00	16.40		
73.00	17.10		
74.00	17.80		
75.00	18.50		
76.00	19.20		
77.00	19.90		
78.00	20.60		
79.00	21.30		
80.00	22.00		
81.00	22.80		
82.00	23.60		
83.00	24.40		
84.00	25.20		
85.00	26.00		
86.00	26.80		
87.00	27.60		
88.00	28.40		
89.00	29.20		
90.00	30.00		
91.00	30.90		
92.00	31.80		
93.00	32.70		
94.00	33.60		
95.00	34.50		
96.00	35.40		
97.00	36.30		
98.00	37.20		
99.00	38.10		
100.00	39.00		

1. Not applicable to double time.
2. Calculated monthly and paid with second commission.
3. Include cut money.

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COLLECTIVE AGREEMENT

Between

GUARANTEED PURE MILK CO. LIMITED

"Company"

and

ASSOCIATION OF EMPLOYEES OF

GUARANTEED PURE MILK CO. LIMITED

"Association"

19/1903

COLLECTIVE AGREEMENT

between

GUARANTEED PURE MILK CO. LIMITED

- "Company"

and

ASSOCIATION OF EMPLOYEES OF

GUARANTEED PURE MILK CO. LIMITED

- "Association"

ARTICLE 1. COVERAGE.

The terms of this agreement shall cover the employees of the Company for whom the Association has received the recognition of the Quebec Labour Relations Board as sole bargaining agent, namely those employees in the following payroll designations:-

- a) Dairy
- b) Stables
- c) Motive Power
- d) Rolling Stock Repairs

ARTICLE 2. WORKING CONDITIONS.

The working week shall be one of six (6) consecutive weekdays with hours and conditions basically the same as at the signing of this agreement. However, work on Sundays shall be paid either by, (a) a similar amount of time off during the following week or (b) double pay for the time worked, i.e. one half-day to be paid as one full day and one full day to be paid as two days.

A day's pay shall be calculated as one sixth of the employee's weekly wage.

There shall be a 10 minute rest period allowed for each employee during each forenoon and each afternoon to be arranged and approved by the respective foreman. It is understood by both parties that the rest periods shall cause no work stoppage, each section arranging its relief so as to enable the continuous flow of work not to be interrupted.

ARTICLE 3. VACATIONS AND
STATUTORY HOLIDAYS.

Vacations with full pay shall be granted as follows:-

Employees who have been with the Company one full year on June 30th in any year	6 working days
Employees who have been with the Company five consecutive years or more on June 30th in any year	12 working days.

New Year's Day, Christmas Day, Good Friday, Labour Day and Dominion Day shall be considered as Sundays and shall be paid for as such.

ARTICLE 4. SICKPAY

During the 1st twelve months of employment, pay will be deducted for all time off for sickness.

During the 2nd twelve months, no deductions for the 1st day's sickness

"	"	3rd	"	"	"	"	"	"	"	2 day's	"
"	"	4th	"	"	"	"	"	"	"	3 "	"
"	"	5th	"	"	"	"	"	"	"	4 "	"
"	"	6th	"	"	"	"	"	"	"	5 "	"
"	"	7th	"	"	"	"	"	"	"	6 "	"

It is agreed that, in practice, deductions for all absenteeism will be automatically made but that sick pay as above may be claimed by the employee reporting to the paymaster on return to work and giving details of his sickness to him.

ARTICLE 5. RATES OF PAY.

The rates of pay for all employees shall be those in effect at the date of this agreement, except that there shall be a minimum wage of \$30 a week for all male employees. Nothing herein shall be construed as prohibiting the Company from making normal, promotional increases in individual pay rates from time to time during the lifetime of this agreement.

ARTICLE 6.

The company will set aside each year, commencing with the fiscal year ending December 31st, 1948, a sum equal to 25% of its Net Operating Profit for the following purposes:-

1. The first charge against this amount shall be an amount actuarially approved properly for-
 - (a) A non-contributory pension plan.
 - (b) Free Death or Disability Insurance.
2. The second charge against this amount shall be -
 - (a) Free Hospitalization.
 - (b) " Sick Benefits.
3. The remainder shall be distributed amongst all employees who worked for the company the full twelve months of the fiscal year under review, pro rata to their earnings for that year, distribution to be made not later than July 1st of the following year.
4. The foregoing is contingent upon All employees being brought under the plan. If the Outside Staff should be given an alternative settlement, this Article shall be so reworded as to give the Inside Staff ultimate results equal to or better than they would have received under the present wording will all the employees covered.

Notes: The details of No. 1 and No. 2 above are to be finalized in detail and contained in a separate memorandum which shall then form part of this contract, a state of mutual trust being hereby acknowledged by both parties that such will be done on the most advantageous terms consistent with actuarial soundness.

ARTICLE 7. TERM OF AGREEMENT

All provisions and terms of this agreement are hereby mutually agreed to by the signatories hereto and it shall become effective on the date of the signing and shall remain, in effect for one year. It shall be automatically renewed from year to year for one year unless either party hereto gives notice, in writing, to the other party that it desires modification or cancellation of the agreement. Such notices shall be given not sooner than 60 days and not later than 30 days from the annual expiry date of the agreement.

ARTICLE 8. PROCEDURE

The Association shall elect a sub-committee of not less than three and not more than five from the employees in the designated classifications with which committee all negotiations and discussions regarding collective agreements shall be carried out with the Company. However, all written agreements, shall be signed by the President and another officer of the Association.

Both parties hereto recognize and support the labour laws of the Province of Quebec and agree in all actions and negotiations to act in accordance with the Labour Relations Act of Quebec.

ARTICLE 9.

The Association, on its part, in view of the protection and profit-sharing plan now introduced, agrees it will be a live, active organisation working strongly with the Company to avoid waste, improve efficiency and thereby boosts profits and morale to the mutual benefit of both the employees and the Company.

Signed in Montreal, October 19th, 1948.

For the Company

_____ President

Unreadable signature SECRETARY

For the Association

W. Rivard _____ President

F. Richter _____ Secretary

COLLECTIVE AGREEMENT

between

GUARANTEED PURE MILK CO. LIMITED

- "Company"

and

ASSOCIATION OF EMPLOYEES OF
GUARANTEED PURE MILK CO. LIMITED

- "Association"

ARTICLE 1. COVERAGE.

The term of this agreement shall cover the employees of the Company for whom the Association has received the recognition of the Quebec Labour Relations Board as sole bargaining agent, namely those employees in the following payroll designations:-

- a) Dairy
- b) Stables
- c) Motive Power
- d) Rolling Stock Repairs

ARTICLE 2. WORKING CONDITIONS.

The working week shall be one of six (6) consecutive weekdays with hours and conditions basically the same as at the signing of this agreement. However, work on Sundays shall be paid either by, (a) similar amount of time off during the following week or (b) double pay for the time worked, i.e. one half-day to be paid as one full day and one full day to be paid as two days.

A day's pay shall be calculated as one sixth of the employee's weekly wage

There shall be a 10 minute rest period allowed for each employee during each forenoon and each afternoon to be arranged and approved by the respective foremen. It is understood by both parties that the rest periods shall cause no work stoppages each section arranging its relief so as to enable the continuous flow of work not to be interrupted.

ARTICLE 3. VACATIONS AND
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Vacations with full pay shall be granted as follows:-

Employees who have been with the Company one full year on June 30th in any year	6 working days
Employees who have been with the Company five consecutive years or more on June 30th in any year	12 working days

19/1605

